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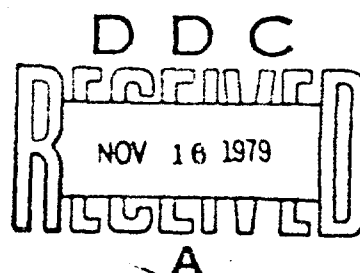
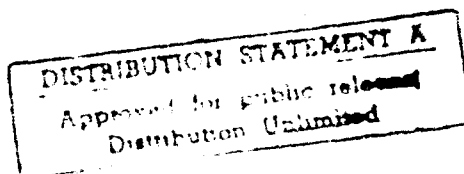
Research Problem Review 78-18

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BASIC INITIAL ENTRY TRAINING (BIET) TEST ATTITUDE SURVEY

William K. Earl

ARI FIELD UNIT AT FORT HOOD, TEXAS



U. S. Army

Research Institute for the Behavioral and Social Sciences

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(6) BASIC INITIAL ENTRY TRAINING (BIET)
TEST ATTITUDE SURVEY

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FOREWORD

The Fort Hood Field Unit of the Army Research Institute for the Behavioral and Social Sciences provides research and technical advisory services for the Training and Doctrine Command (TRADOC) Combined Arms Test Activity (TCATA). In the fall of 1976, the Commanding General of TRADOC requested ARI to conduct an attitudinal survey of the Basic Initial Entry Training (BIET) concept. BIET is a training concept designed to administer basic training to both males and females under a common course of instruction. It is essentially the same Basic Combat Training course of instruction that male trainees have received in the past. The training program is characterized by employing training battalions composed of two companies of males and two companies of females. The training cadre consists of two male drill sergeants and one female drill sergeant for all training platoons in the battalions. Identical training is given to each unit, and identical performance standards are used for both males and females. This Research Problem Review presents the results of the BIET Attitude Survey conducted at Fort Jackson, S.C.

The entire project is responsive to the requirements of the office of the Army Deputy Chief of Staff for Personnel. This support is identified as Task 8 of the Women in the Army Study (DA letter, DAPE-MPT, 6 April 1976).


JOSEPH ZELONER
Technical Director (Designate)

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BASIC INITIAL ENTRY TRAINING (BIET) TEST ATTITUDE SURVEY

BRIEF

Requirement:

In the fall of 1976, TRADOC directed that a Basic Initial Entry Training (BIET) test be conducted to determine the feasibility of administering basic training to males and females using an identical course of instruction and the same performance standards for both sexes. The TRADOC test plan included a requirement for an attitude survey by the Army Research Institute (ARI) to assess trainee and cadre attitudes toward BIET to assist in determining whether to adopt the concept and to identify training subjects requiring improvement in order to optimize the BIET course of instruction. This report describes the results of the ARI attitude survey conducted with male and female trainees and cadre at Fort Jackson.

Procedure:

Male and female trainees and cadre assigned to the BIET test were administered pretest and posttest questionnaires assessing attitudes on many biographical and training related topics. Each of the questionnaire items was classified into one of eight categories for analysis. The categories were: personal factors, differences between male and female respondents, trainees' ideas about the Army, female problems, opinions about mixed cadre, difficulty of BIET subjects, criteria for testing male and female trainees in BIET, and opinions about the quality of BIET conditions and topics. The items were analyzed individually within each category. Two types of comparisons were of primary interest: male vs. female on either pretest or posttest items; pretest vs. posttest for each group on identical items which appeared on the pretest and posttest questionnaires. Nonparametric statistical tests were used to determine if the differences in the responses for the two comparisons were statistically significant ($\alpha = .05$). Subjective assessments were made of all statistically significant differences to ascertain their practical significance.

-j-

***Findings:**

Female trainees entered BIET in significantly poorer physical condition than males and felt that it got worse during training. They had a higher incidence of sickness and significantly greater problems with their feet and legs than male trainees.

Female trainees were not well trained in physical fitness and were, in general, not capable of completing the required marches. The physical fitness test, itself, was judged to be inappropriate for testing female trainees; it was concluded that the majority of female trainees are incapable of passing it at the end of the BIET cycle, even with sustained training.

Most female trainees have the potential necessary for adequate performance in all other subjects and courses in BIET COI.

Courses judged to require more time for instruction for females than for males were: physical fitness training, tactical training, fire and maneuver course, basic rifle marksmanship, and familiarization with U.S. weapons.

Five BIET proficiency tests were judged by cadre as poor in quality, indicating a need for revision. They were the: physical fitness test, tactical training test, fire and maneuver test, basic rifle marksmanship test, and the test on familiarization with U.S. weapons.

The seven week length of the BIET training cycle was judged by cadre to be too short for both male and female trainees.

Female trainees require a longer training cycle than male trainees to reach the same levels of proficiency.

The cadre felt, however, that if male and female trainees are going to be given the same training in the same battalions (as was done in the BIET test) then female platoons should be integrated into companies with male platoons.

Trainees attitudes and motivation toward the BIET basic training were positive at the beginning and end of training. The basic training experience increased the trainees confidence for succeeding in the Army.

Utilization of Findings:

These findings have direct implications for the design and modification of the BIET program and course of instruction. They have been incorporated into the TCATA letter report which was included in the TRADOC BIET Test Directorate overall BIET test final report.

*These findings are based upon the results of the attitude surveys when considered in conjunction with the performance data reported in BIET Test Report, BIET Test Directorate, Fort McClellan, Alabama, Dec 1976.

BASIC INITIAL ENTRY TRAINING (BIET) TEST ATTITUDE SURVEY

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BASIC INITIAL ENTRY TRAINING (BIET) TEST ATTITUDE SURVEY

INTRODUCTION

BIET is a training concept designed to administer basic training to both males and females under a common course of instruction (COI). The BIET COI is essentially the same Basic Combat Training (BCT) Course of Instruction that male trainees have received for years. It is the Fort Jackson BCT COI which has been in use for training male trainees of all specialties. This COI provides for all subject areas covered in TRADOC Pamphlet 600-4, the SMART Book. It is a change from past female Basic Training in that Individual Tactical Techniques, Hand Grenade Qualification, more strenuous physical fitness training, and familiarization training on more weapons have been added. BIET was developed to fulfill the need for improved female basic training. The role of women in the Army has expanded in the last ten years from a very few jobs and small numbers in 1967 to the current situation where all but 35 military occupational specialties and Category 1 unit assignments are being offered to the women in the Army.

Training males and females under a common COI could have several advantages. First, separate training units of women for Basic Training would no longer be required. Secondly, the training that females receive would be on a par with their male counterparts, thus

the females would be in a much better position to compete for promotion and job advancement and would be prepared to perform the full range of duties required in the units to which they are assigned. In addition, should the need ever exist, the female soldier will be better prepared to take her place in providing for her own and her unit's security and defense on any future battlefield.

BACKGROUND

The BIET Test was part of a study conducted by the Office of the DA Deputy Chief of Staff for Personnel to evaluate the current program for the expanded use of women in the Army to assure that it provides for full and effective employment and is consistent with current and future needs of the Army. A request for TRADOC assistance in support of this study was extended by DA letter, DAPE-MPT, subject: Women in the Army Study, 6 April 1976. Specifically, this support was identified as Task 8 of the DA study and requested TRADOC to develop a COI curriculum for BIET and conduct a field test of the BIET COI. TRADOC performed the BIET field test at Fort Jackson, South Carolina from 17 September 1976 through 18 November 1976.

PURPOSE

The TRADOC test plan included a requirement for attitude surveys to be administered by the Army Research Institute (ARI). The purpose of the surveys were to assess trainee and cadre attitudes toward BIET,

and determine changes in attitudes over the course of the test. The findings would be used to assist in determining: 1) whether to adopt the BIET concept; and 2) what modifications (if any) are necessary to optimize the BIET COI. This report presents the results of the ARI attitude surveys administered to the trainees and cadre who participated in the BIET field test at Fort Jackson.

SCOPE

The BIET field test involved the evaluation of 875 male trainees and 823 female trainees while undergoing the seven-week BIET training cycle. The trainees were organized into two battalions of four companies each. Two companies of each battalion were composed of females and the other two were composed of males. Each company was, in effect, a modified BCT company. The cadre of each platoon within the test companies was modified to consist of two male drill sergeants and one female drill sergeant. This amounted to 64 male drill sergeants and 32 female drill sergeants.

The two Training Battalion Headquarters were augmented with one female training officer each. Both of these officers had been company commanders in the 5th Basic Training (BT) Brigade at Fort Jackson prior to the test. The test design proposed that identical training be given to each test unit and that identical performance standards be set for both males and females. However, to preclude

the possible elimination of an excessive number of women from the test because of failures, standards of performance in events not normally required in female basic training were waived for the women; also, it was decided that no trainee, male or female, would be eliminated prior to the end of the cycle solely for inability to pass the Basic Physical Fitness Test.

PLAN

The survey was oriented toward gathering information concerning two general points of interest raised by the study. One was the requirement to detect changes in attitude over the course of the test due to the influence of events experienced in BIET. In order to do this, trainee and cadre attitudes had to be measured both before and after BIET. Comparison of pretest and posttest responses would produce differences between the measures where attitudes changed and no differences where attitudes were not affected by BIET. The differences between pretest and posttest measures could then be used to infer changes in attitudes resulting mainly from experiences in BIET.

The other interest was the requirement to detect and identify elements in the BIET program that might be either inappropriate or detrimental and need to be modified. Since there were no previous studies on the program, there was no information available suggesting which subjects to concentrate on. It was, therefore, necessary

to attempt to cover all subject areas from different viewpoints to ensure that no potentially sensitive subjects were overlooked. The survey included a large number of questions covering the main elements and subject areas of the program. The survey was quite extensive in scope and produced a large data base of trainee and cadre opinion on many questions related to basic training and the role of women in the Army.

The findings reported in this report are based upon the results of the ARI attitudinal survey when considered in conjunction with the performance data reported in BILT Test Report, BILT Test Directorate, Fort McClellan, Alabama, December 1976.

METHOD

QUESTIONNAIRES

Four questionnaires were used in the survey. Two questionnaires were given to the trainees, one before and one after BILT which are referred to as the trainee' pretest and posttest questionnaires or simply the trainee' pretest and posttest. Similarly, additional pretest and posttest questionnaires were given to the cadre.

The items used in the questionnaires called for four types of responses. One type was a fill-in question requiring a numerical entry. A second type required rank ordering of a set of alternatives. A third type was an item requiring a response to multiple choice alternatives. The last type was an item requiring response to multiple alternatives comprising a rating scale. The majority of the items were of the latter two types of responses.

The questionnaires were comprised of items concerned with a large number of biographical and training related topics. For purposes of analysis the questionnaire items were classified into one of eight categories. Table 1 presents the category titles and the questionnaires in which they were included.

Table 1
ITEM CATEGORIES INCLUDED IN EACH QUESTIONNAIRE

| Questionnaire Item Category | Questionnaire | | | |
|----------------------------------------------------------|------------------------|--------------|----------------------|--------------|
| | Trainee Pre Test | Post Test | Cadre Pre Test | Post Test |
| Personal Factors | X | X | X | --- |
| Differences Between Male and Female Respondents | X | X | X | X |
| Trainees' Ideas About the Army | X | X | --- | --- |
| Female Problems | X | X | X | X |
| Opinions About Mixed Cadre | X | X | X | X |
| Difficulty of BIET Subjects | X | X | X | X |
| Criteria for Testing Male and Female Trainees in BIET | X | X | X | X |
| Opinions About the Quality of BIET Conditions and Topics | --- | X | --- | X |

INTERVIEWS

To gain a better understanding of the attitude structure of the respondents, posttest unstructured interviews were conducted with subsamples of female trainees and male and female cadre. The sole objective was to obtain supplemental information that would aid in the interpretation of the data gathered in the questionnaires. Descriptions of the interviews are presented in Appendix b.

SUBJECTS

The samples consisted of all trainees and cadre who filled out both the pretest and posttest questionnaires. This requirement insured that the trainee sample consisted only of individuals who had completed the BIET program. The trainee sample amounted to 1,435 subjects; 745 males and 690 females. They were assigned to the test units on the basis of random selection from accessions entering the Army shortly before the beginning of the test. Demographic measures of the sample are presented in Table 2. These values do not differ greatly from measures derived from samples of other studies conducted during 1976 (Basic Rifle Marksmanship Test, Fort Jackson, and One Station Unit Training Tests, Fort Knox and Fort Gordon). It was, therefore, assumed that the male and female trainee subjects assigned to the test were representative of the population of accessions to the Army's basic training programs during 1976.

Table 2
DEMOGRAPHIC MEASURES OF BIET TEST TRAINEES¹

| <u>Characteristic</u> | <u>Male</u> | <u>Female</u> |
|------------------------------|-------------|---------------|
| Age (Mean Years) | 19.2 | 20.0 |
| Education Level (Mean Years) | 11.6 | 12.3 |
| Ethnic Group | | |
| White (PCT) | 50.1 | 62.7 |
| Black (PCT) | 43.2 | 31.0 |
| Other (PCT) | 6.7 | 6.3 |
| ACB Scores | | |
| General Technical (Mean) | 101.9 | 114.5 |
| General Mechanical (Mean) | 100.8 | 100.0 |
| Combat (Mean) | 101.9 | 102.8 |

The final size of the cadre sample totaled 63 subjects; 43 male drill sergeants and 20 female drill sergeants. The cadre pretest and posttest questionnaires from two of the female training companies were lost in the mail reducing the sample to 70. It was further reduced to 63 when seven cadre failed to fill out posttest questionnaires. The remainder were

¹Extracted from: Basic Initial Entry Training (BIET) Test Report, 30 December 1976, BIET Test Directorate, U.S. Army Military Police School/Training Center and Fort McClellan, Fort McClellan, Alabama 36205.

divided unequally between male and female training companies. Forty-two male and female cadre were assigned to male training companies and 21 male and female cadre were assigned to female training companies.

PROCEDURE

The pretest and posttest questionnaires were administered immediately before the beginning and after the end of the BIET training cycle to both trainees and cadre. Testing was conducted by BIET test unit personnel. The questionnaires were distributed to each company in single sessions held in large, well appointed classrooms. Explanations of the purpose of the questionnaires were given at the beginning of each session. No time limits were set for completion of the questionnaires. However, most respondents were able to complete them within two hours.

ANALYSIS

All items with the exception of 05 and 06 (see Appendix A, Section A-1) were analyzed separately. Most of the analyses consisted of comparisons between pretest and posttest results and comparisons between male and female respondents. The statistical tests used for the comparisons between males and females were: the chi-square (χ^2), used primarily for unordered categorical data from two independent respondent samples; and the Kruskal-Wallis one-way analysis of variance (H), used in place of χ^2 when response categories were ordered or scaled. The comparisons between pre and posttests were accomplished

using McNemar's χ^2 test for the significance of changes when data were unordered, and the Wilcoxon matched-pairs signed-ranks test (T) for ordered data. A significance level of .05 was chosen for all items. The null hypothesis associated with the use of χ^2 , H, and T was that the populations from which the samples involved were drawn were identical. Student's t and the normal z deviate were used in a limited number of items to test, respectively, hypotheses of identical population means and percentages.

FINDINGS

Statistical significance was obtained on a large number of tests of trainee comparisons. Due to the large sample sizes involved, there were many cases where the statistic was significant but the differences between the groups were small or trivial. A decision was made to subjectively assess all significant differences to determine if the group differences were large enough to be of practical significance. In order to achieve some consistency in the subjective assessments, two rough decision rules were used as criterion for most determinations of practical significance. On items where the test was for differences in the distribution of responses between groups a difference in the modal response was required. On items where the test was for differences between group median values a difference was required in the median scale intervals of the groups. In Appendix A which includes the results of the item analysis, all significant statistical values are identified with asterisks to denote their potential

importance. Hopefully, this delineation will aid the reader in making his own assessments of the significant differences.

The following sections describe and illustrate graphically the results for items where statistically significant differences ($p < .05$) between pretest and posttest administrations or between groups were obtained, and where these differences were judged to be of practical importance. Results for all items are included in Appendix A, Numerical results and statistical analyses.

PERSONAL FACTORS

Trainees. Twenty-three pretest and posttest questionnaire items dealt with personal factors. The item analyses including response distributions and summaries of statistical tests are presented in Appendix A, Section A-1.

This section of the questionnaire revealed four important differences relating to male and female trainees that may have affected trainee attitudes toward BIET. There were six differences relating to education, physical fitness and health, clothing issue, and living conditions.

Item 1 indicated that virtually all the female trainees had graduated from high school whereas 72 percent of the male trainees graduated.

Figure 1 shows the trainees median ratings of their physical condition upon entering the Army (Item 9). Figure 2 presents the percentages of trainees who went on sick call for various reasons (Item 11). Figure 3 illustrates the trainees' median estimates of their health before and after BIET (Item 10).

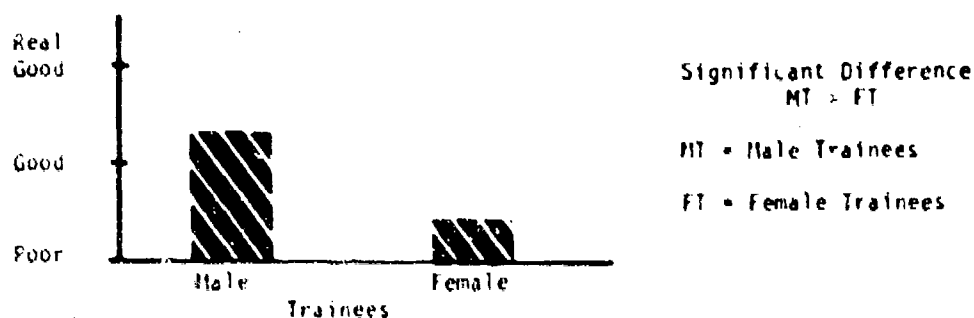


Figure 1. Trainees' median ratings of their physical condition at the beginning of BIET (Item 9).

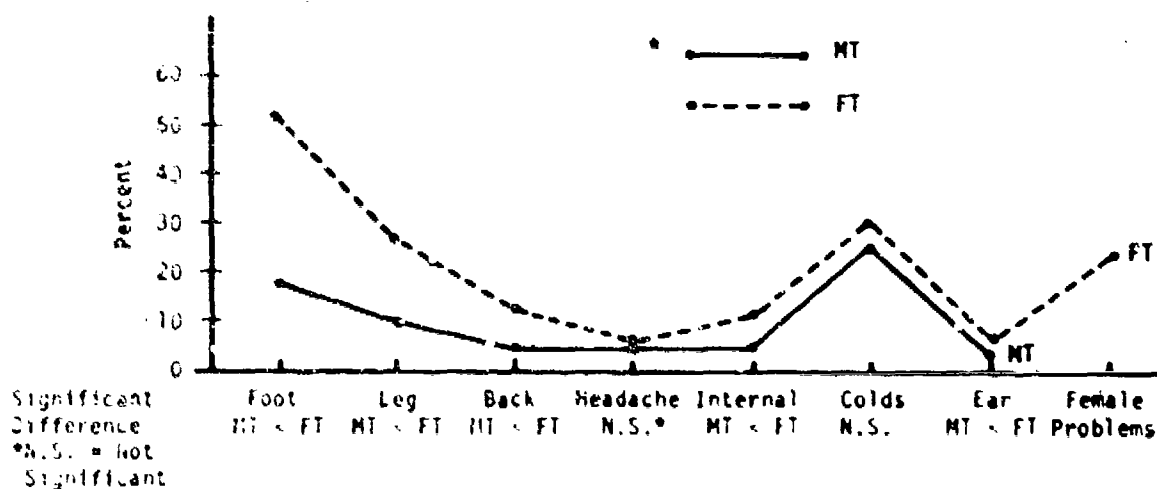


Figure 2. Percentages of trainees who went on sick call at least once for the above problems (Item 11).

* In subsequent figures in this report the following code will be used to identify test groups:

- — ● MT = Male trainees
- — ○ FT = Female trainees
- — ● CM = Cadre of male companies
- — ○ CF = Cadre of female companies

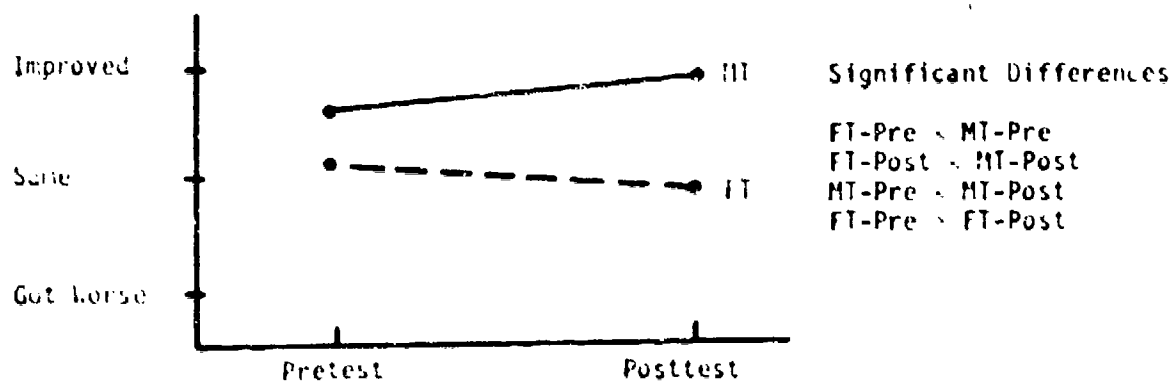


Figure 3. Trainees' median estimates of their health before and after BILT (Item 10).

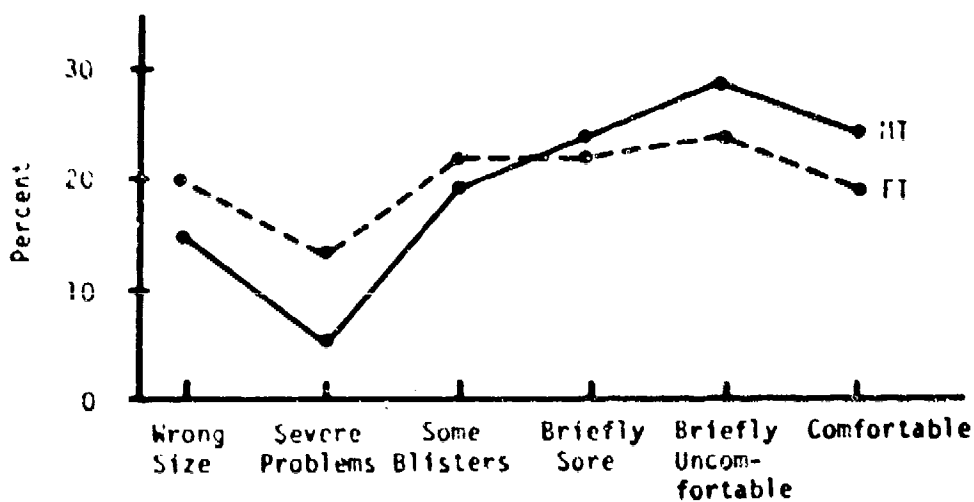


Figure 4. Percentages of trainees reporting problems in wearing combat boots (Item 12 and 17).

Figure 4 presents percentages of trainees who had various problems in wearing combat boots (Item 12).

Figure 5 shows plots of the trainees' median ratings of the food served in BIET (Items 13 and 14). Figure 6 presents median ratings of how well trainees liked living in barracks (Item 23).

The results seem to show that the largest differences occurring between male and female trainees were in the area of health related problems. Female trainees judged themselves to be in fairly poor physical condition upon entering BIET and felt that it got somewhat worse during BIET. They had a higher incidence of sickness than male trainees and greater problems with wearing male-type combat boots. In contrast, the male trainees entered BIET in what they considered to be good physical condition. They felt that it improved to some extent during training. Their sickness rate was lower than the females' and they experienced less difficulty in adjusting to wearing combat boots.

Cadre. Seven pretest questionnaire items were concerned with the military background and experience of the male and female cadre assigned to the training platoons. The item analyses including response distributions and summaries of statistical tests are presented in Appendix A, Section A-1.

The male and female cadre differed importantly on four of the seven items. These items were concerned with amount of combat experience and ranking of training areas in terms of training ability.

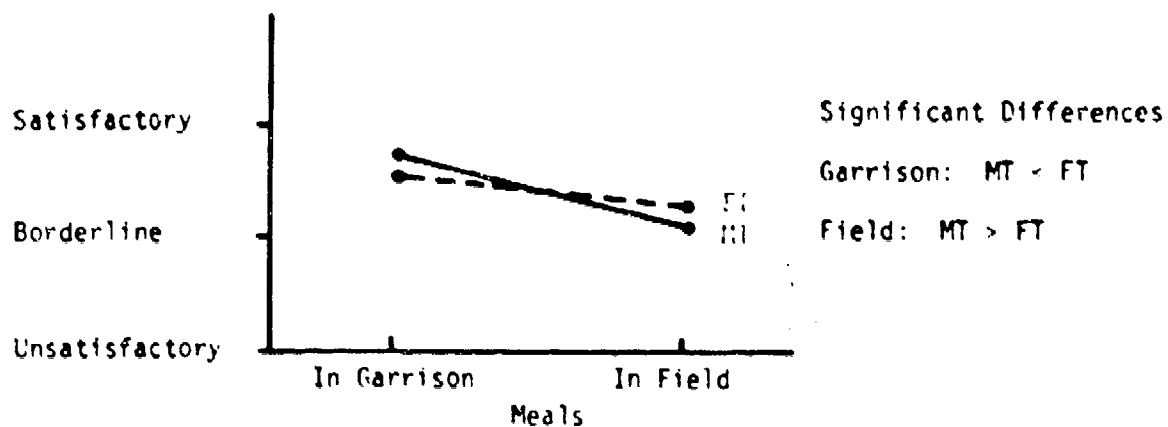


Figure 5. Trainees' median ratings of quality of meals (Items 13 and 14).

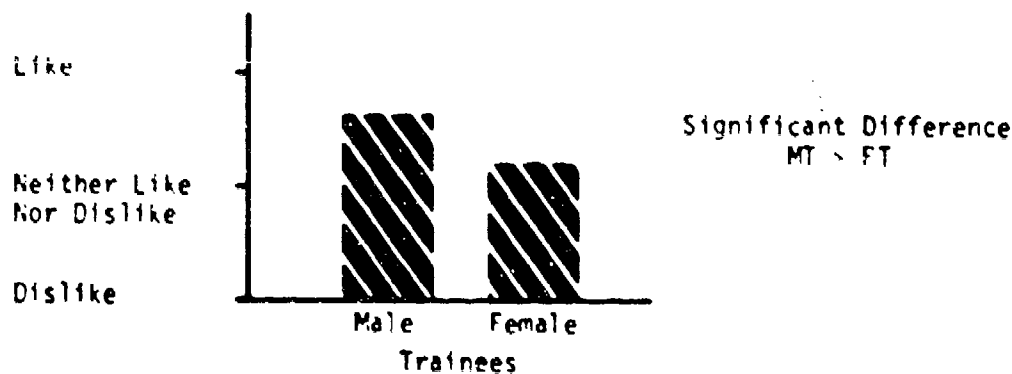


Figure 6. Trainees' median ratings of likeness for barracks living (Item 23).

Item 25 showed that 52 percent of the male cadre responding to the question had some combat experience while none of the female cadre had combat experience. However, only 27 out of 46 male cadre responded to the item. Failure to respond probably indicated that the person had no combat experience. Adjusting for those not responding reduces the proportion of male cadre having some combat experience to around 30 percent. Figure 7 presents a comparison of rankings of male and female cadre on the main training areas (Item 29). The graph shows that male cadre ranked themselves higher in knowledge and skill to train in the areas of weapons training, and tactical training and lower in the area of field training relative to female cadre.

DIFFERENCES BETWEEN MALE AND FEMALE RESPONDENTS

Twelve questionnaire items were concerned with attitudes towards possible differences in capabilities between men and women. Each item was presented on the pretest and posttest questionnaires for both trainees and cadre. The item analyses including response distributions and summaries of statistical tests are presented in Appendix A, Section A-2.

On four items there was a shift in the trainees' and cadre' median choice of response categories between pretest and posttest questionnaires. Figure 8 presents the trainees' and cadre' median

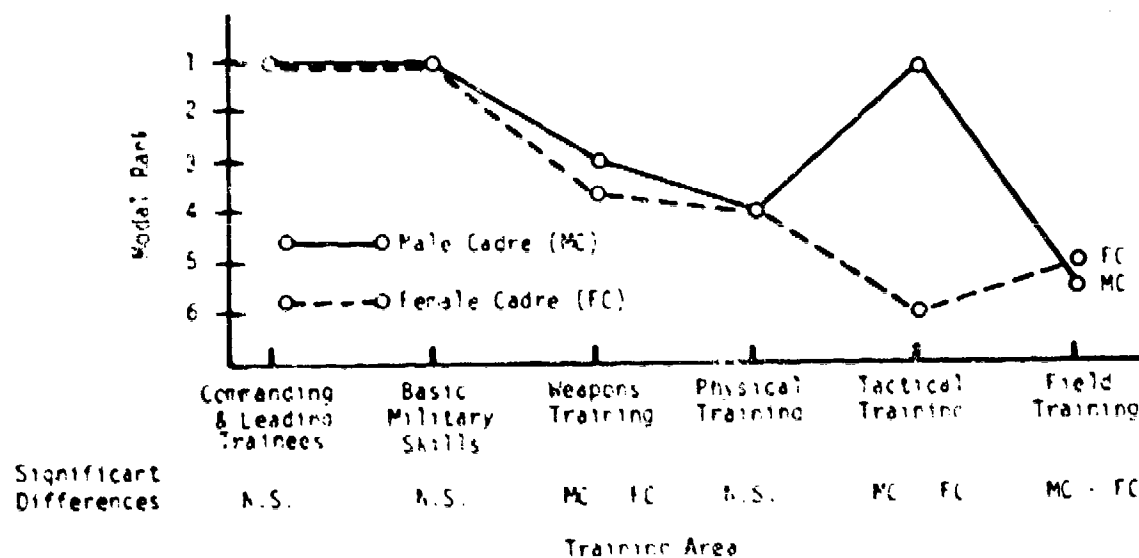


Figure 7. Cadre rankings of training areas according to their knowledge and skill for teaching the area (Item 29)

judgements of the amount of difference in physical strength between men and women (Item 31). Figure 9 plots the trainees' and cadre' comparisons of men and women on general abilities (Items 32-42).

Examination of the graphs disclose the following major changes in opinion produced by BIET. In Figure 8 male trainees increased their estimate of the amount of physical strength men have over women from two and a half times more on the pretest to three and a half times more on the posttest. Likewise, cadre who trained males increased their median estimate from two times more on the pretest to two and a half times more on the posttest. In Figure 9 in responding to who has better physical coordination, cadre who trained males shifted their median choice from "No difference" to "Men." In responding to who performs best under mental stress, cadre who trained females shifted their median estimate from "No difference" to "Men." In responding to who performs best in group activities cadre who trained females shifted their estimate from half-way between "Women" and "No difference" to "Men."

To summarize, on all four items the shift in opinion favored an increase in the capacity of men as compared with women. The BIET experience seems to have demonstrated to the participants that male trainees have greater relative capacity than females in the areas of physical strength and coordination, ability to perform under mental stress, and accomodation for group effort and teamwork than they estimated beforehand.

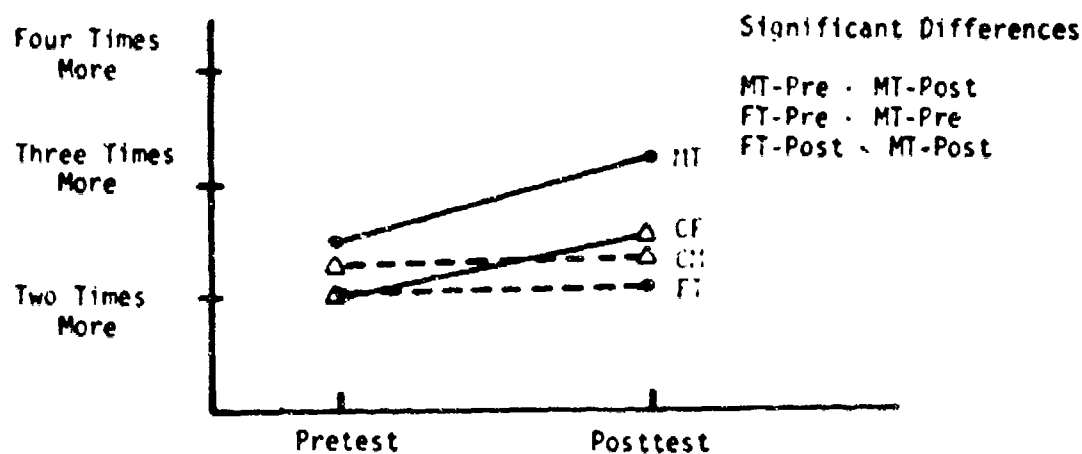


Figure 8. Trainees' and cadre' median ratings of the amount of physical strength men have compared with women (Item 31).

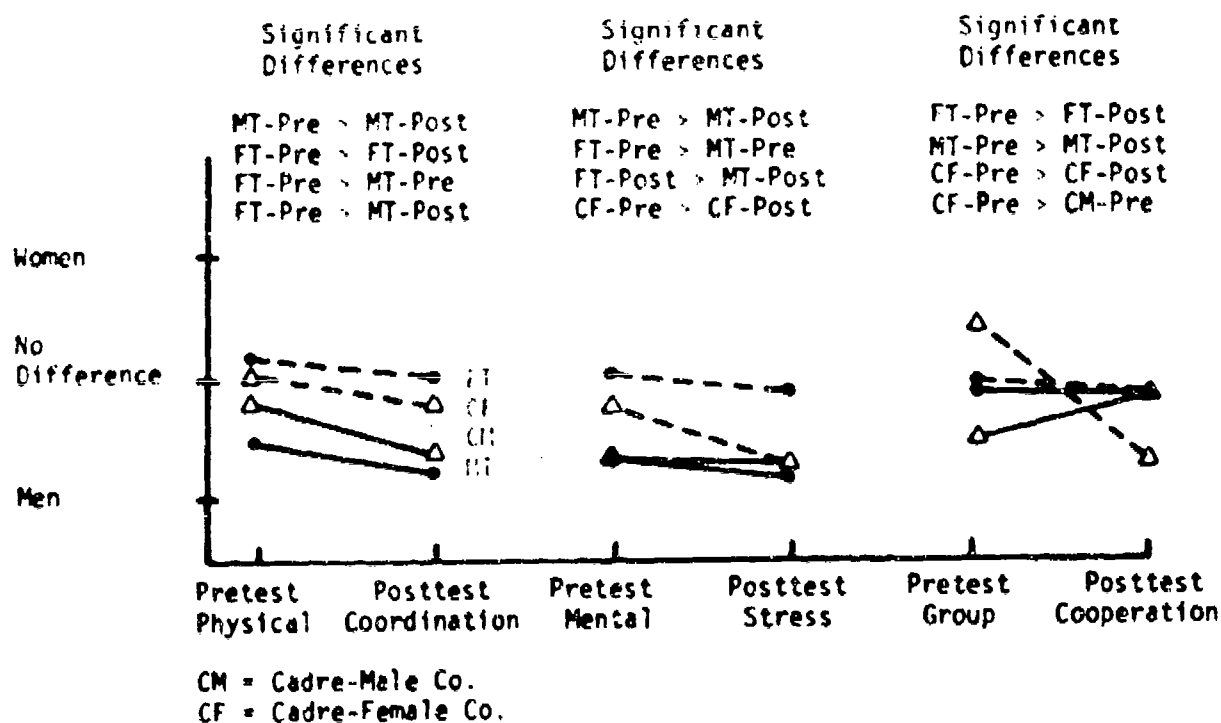


Figure 9. Trainees' and cadre' median ratings of the comparison of men and women on general abilities (Items 32 - 42).

TRAINEES' IDEAS ABOUT THE ARMY

Four pretest and posttest questionnaire items pertained to the trainees' general feelings of how they will succeed in the Army and their relations with superiors. All related item analyses including response distributions and summaries of statistical tests are presented in Appendix A, Section A-3.

On two of these four items there was a significant change in the response alternatives between pretest and posttest as measured by the median value. These differences are depicted in Figure 10 which shows the trainees' pretest and posttest median estimates of how sure they are of succeeding in the Army (Item 44). Figure 11 shows the trainees' pretest and posttest median estimates of how hard they expect to be treated by their sergeants (Item 45).

Examination of the graphs reveal the following changes. In Figure 10 sureness to succeed in the Army increased for both males and females from pre BIET to post BIET. The median estimate for males shifted from half-way between the scale values "Very sure" and "Fairly sure" to "Very sure." In Figure 11 the male trainees' feelings of expected treatment by their sergeants changed from "Very hard" on pre BIET to "Hard" on post BIET, while the females' estimation shifted from "Hard" to "Borderline."

To summarize, on the two items showing shifts in the trainees selection of response categories before and after BIET, the direction

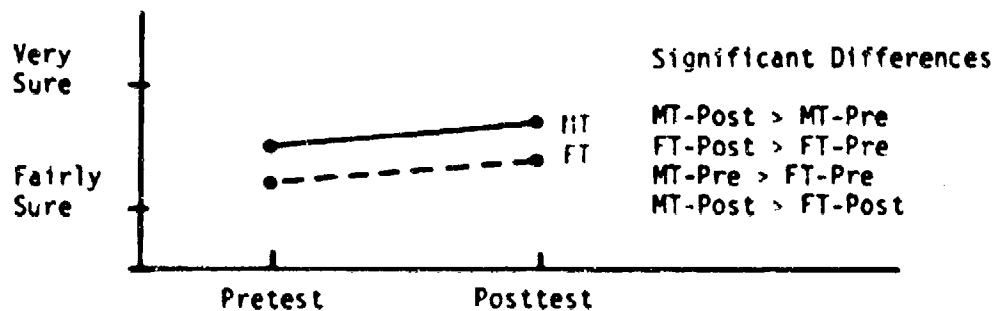


Figure 10. Trainees' median ratings of sureness to succeed in the Army (Item 44).

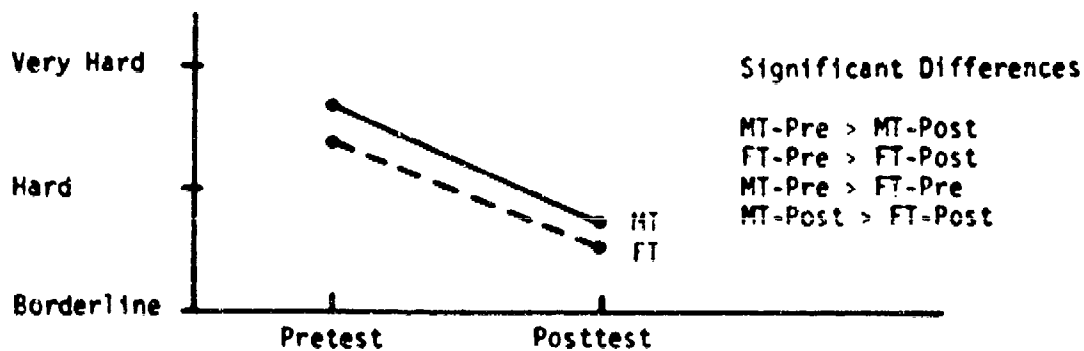


Figure 11. Trainees' median ratings of expected treatment by sergeants (Item 45).

of the change was positive. The BIET experience increased the trainees' confidence to succeed in the Army and reduced their estimates of how hard they will be treated by their sergeants.

FEMALE PROBLEMS

Four questionnaire items were included to elicit opinions concerned with the effects of female problems on performance of military duties. Each item was presented on the pretest and posttest questionnaires for both trainees and cadre. The item analyses including response distributions and summaries of statistical tests are presented in Appendix A, Section A-4.

On one item there was a noticeable shift in the cadre' median response ratings between pretest and posttest. Figure 12 presents plots of the trainees' and cadre' median ratings concerning what rules to use to excuse women from hard duty when menstruating (Item 47). The plots show that the cadre who trained men and the cadre who trained women, especially those who trained women, shifted their judgements toward more severe requirements; from "Excuse those who must take medication" to half-way toward "Excuse no one." Experience in BIET seems to have influenced the cadre to revise upward their estimation of the female capacity for heavy work during menstruation.

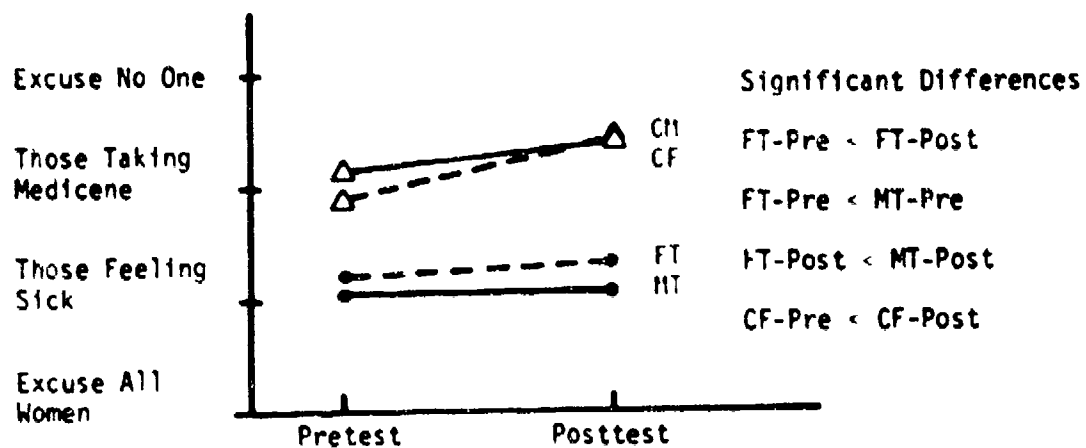


Figure 12. Median ratings for excusing women from heavy duty when menstruating (Item 47).

OPINIONS ABOUT MIXED-CADRE

Different groups of items dealing with using mixed-cadre as the platoon training staff in BIET were presented to the trainees and cadre. Five items were given to the trainees and four to the cadre. The items differed between groups and each one was presented on both the pretest and posttest questionnaires. The item analyses including response distributions and summaries of statistical tests are presented in Appendix A, Section A-5.

Except for two exceptions, the results from the responses to the items in this section indicated a preference for both male and female cadre to comprise the training staff. The results from Item 55 and 56 exemplify the general inclination for both trainees and cadre. On each item the percentage distributions on both pretest and posttest define the modal response as "Men and Women Cadre." Thus the events experienced in BIET did little to change the pretest attitude on most items.

On two of these items, however, there were important shifts from pretest to posttest in the median response alternatives selected by the respondents. Figure 13 graphs the trainees' median response to who they felt gave them the best overall training and instruction (Item 52). The other change of opinion was related to differences in

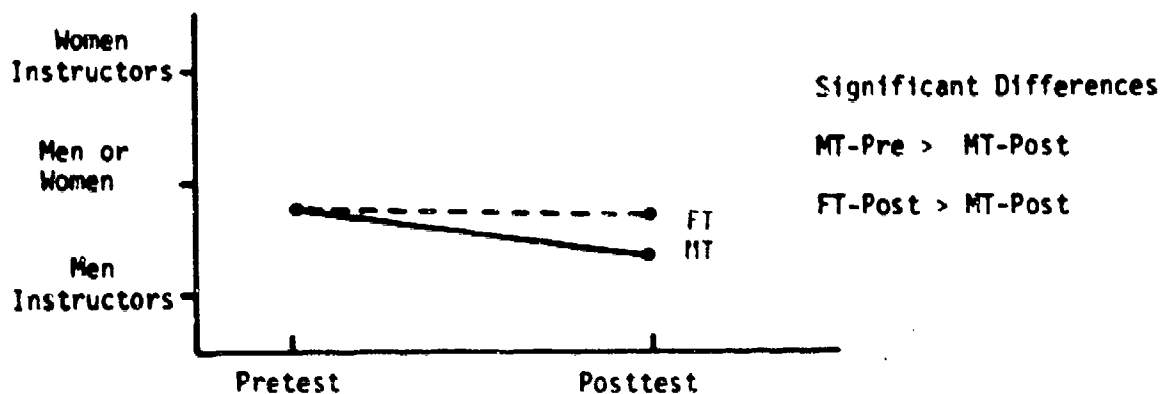


Figure 13. Trainees' median ratings of who provides the best training and instruction (Item 52).

a specific training ability of male and female cadre. Figure 14 presents graphs of the trainees' median ratings of who they felt was better at commanding troops (Item 53).

On both items the change in opinion resulting from the BIET experience was limited to the male trainees. They shifted their judgements to favor the male cadre as providing better training and instruction than female cadre and rated male cadre better at commanding troops. The female trainees opinions remained constant.

DIFFICULTY OF BIET SUBJECTS

The items in this category were arranged into four sets of questions. Each set addressed an aspect of the training situation that related to the level of difficulty the program presented the trainees. The first set consisted of eight items concerned with the ratings of trainees and cadre on the difficulty of passing training courses. The second set comprised seven items on trainee' and cadre' ratings of how arduous the training was in each area. The third set comprised seven items dealing with trainee' and cadre' ratings of the amount of pressure the cadre put on trainees to pass the proficiency tests. The fourth set comprised six items on trainee' and cadre' ratings of the trainees' attitude and motivation toward BIET. The item analyses including response distributions and summaries of statistical tests are presented in Appendix A, Section A-6.

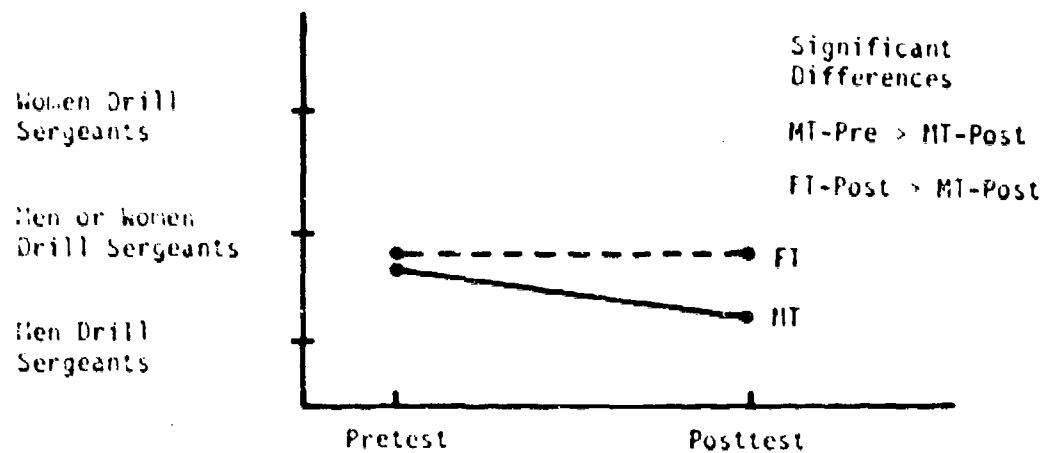


Figure 14. Trainees' median ratings of who is better at commanding troops (Item 53).

Difficulty of Passing Training Courses. Items covered in this section include 60-63, 69, 80, 81, and 85. Items 60, 62, and 69 were concerned with whether women trainees could adequately perform tasks involving physical ability and the possibility of danger. Subjects covered were the physical fitness test, marches, the fire and maneuver course, and guard duty. The respondents rated women highly in their ability to perform well on the latter two tasks, both pretest and posttest. On the former two tasks there were shifts in the ratings from pretest to posttest. Figures 15 and 16 present plots of the response distributions and median ratings of the ability of women trainees to pass the BIET physical fitness test and for performing well on marches (Items 69 and 60, respectively). Figure 15 shows that the BIET experience increased the percentages of trainees and cadre who felt that women trainees cannot pass the BIET physical fitness test. On the other hand, Figure 16 shows that the experience in BIET improved the confidence of the female trainees for performing well on marches.

On item 63 the trainees ranked the training areas according to difficulty. Table 3 shows that the male and female trainees were in close agreement in the order of their rankings although there were significant differences between median rankings which had the same order. Both groups ranked physical fitness as the most difficult area.

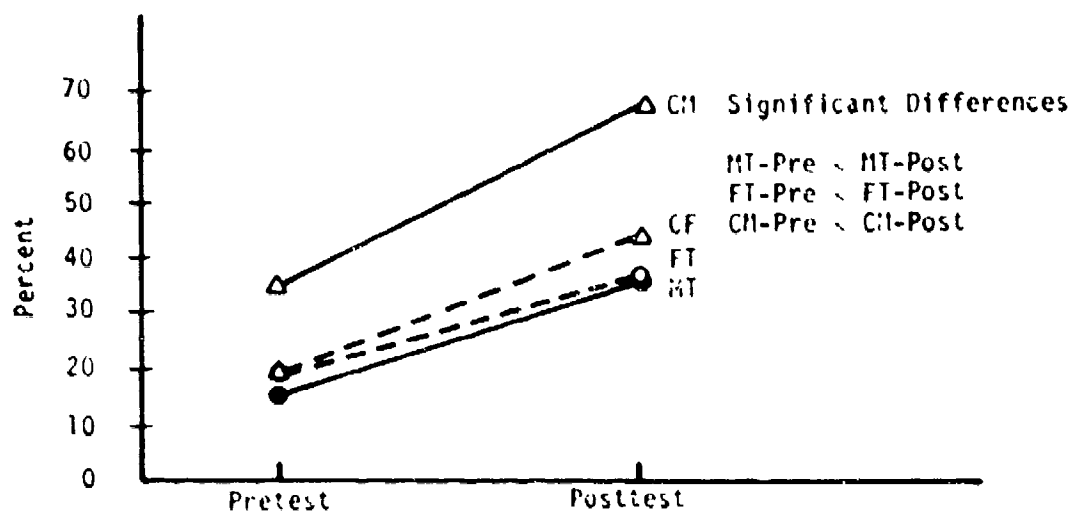


Figure 15. Percentages of trainees and cadre who do not think women trainees can pass the BILT physical fitness test (Item 69).

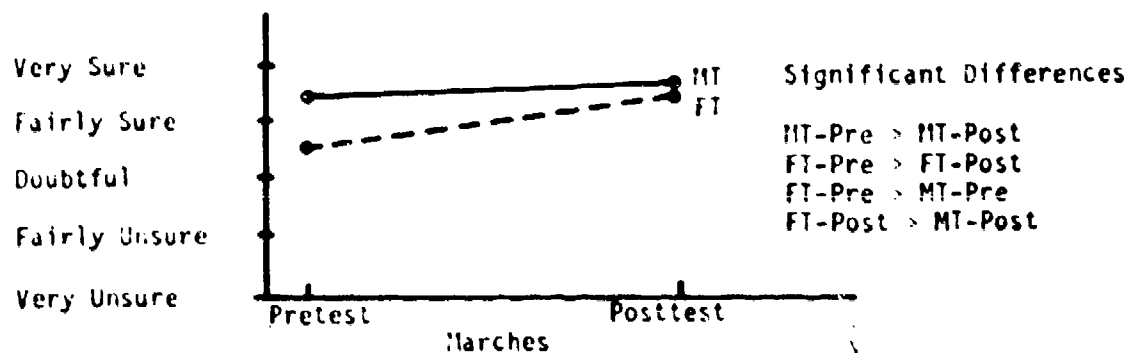


Figure 16. Trainees' median ratings of sureness for performing satisfactorily on marches (Item 60).

Table 3

POSTTEST MEDIAN RANKINGS AND RANK ORDERS OF MEDIAN RANKINGS
OF THE DIFFICULTY OF TRAINING AREAS:
1 = MOST DIFFICULT TO 5 = LEAST DIFFICULT
(ITEMS 63 AND 85)

| Training Area | Median Rankings Trainees | | | Rank Order of Median Rankings Trainees | | | |
|-----------------------|-----------------------------|---------|---------------------------|-------------------------------------------|---------|----------------|----------------|
| | Males | Females | Significant Difference | Males | Females | Cadre M Co. | Cadre F Co. |
| Physical Fitness | 2.65 | 1.46 | FT - MT | 1 | 1 | 3 | 1 |
| Field Training | 2.67 | 2.72 | N.S. | 2 | 2 | 5 | 4 |
| Tactical Training | 3.04 | 2.82 | FT - MT | 3 | 3 | 4 | 2 |
| Weapons Training | 3.45 | 3.56 | N.S. | 5 | 4 | 2 | 3 |
| Basic Military Skills | 3.07 | 4.54 | MT - FT | 4 | 5 | 1 | 5 |

but the median ranking of the female trainees was significantly higher than the males'. This difference indicated that the females ranked physical fitness as more difficult than the male ranking. Likewise, there was a significant difference between the median rankings for tactical training which indicated that the female trainees ranked this training area as more difficult than the male trainees' ranking. Conversely, male trainees ranked training in basic military skills as significantly more difficult compared with the female ranking. There were no significant differences in the median rankings of the difficulty of training for field training and weapons training.

Overall, the rank orders of the trainees' median rankings show that physical fitness training was ranked as the most difficult training area followed by field training and tactical training as the second most and third most difficult areas, respectively. Weapons training and basic military skills shared rankings as the least difficult areas of training.

The cadre rankings differ from the trainees' and also differ between cadre who trained males and those who trained females. It is interesting to note that there was a complete reversal in the rank values given to basic military skills. The result suggests that perhaps the cadre made their rankings on the basis of how difficult it was to teach the subjects and not how difficult it was for the trainees to learn new concepts, skills and abilities, and perform the tasks.

On Items 80 and 81 the cadre estimated the percentage of women trainees who could perform adequately on tasks requiring physical ability and courage. The ratings were high on both pretest and posttest. The posttest median estimates of the cadre who trained females follow. They indicate the percentage of female trainees who will perform adequately on the designated courses: marches--84 percent, fire and maneuver course--87 percent, obstacle course--90 percent, confidence course--76 percent.

How Hard Training was in Each Area. On Items 75-79 the trainees rated the training areas in terms of how hard the training was. The median ratings of both male and female trainees were in the scale intervals of either "Borderline" or "Easy" for all training areas except for physical fitness training where the female trainees rated it as "Hard." On Item 82 the cadre made their ratings of how hard training would be in the different areas. The cadre used a rating scale that was somewhat different than the scale the trainees used, but the results were similar. The cadre rated all the training areas, except physical training, between the scale values of "Hard" and "So-so." They rated physical training for women trainees between the scale values of "very hard" and "Hard." On posttest item 112 the cadre rated the trainees on how hard they worked in preparing to take the proficiency tests in each area. The median ratings fell in the same scale interval on all areas. The trainees were rated as having worked "Hard" in all areas.

In sum, the trainees and cadre rated physical training for women trainees as a course much harder to train in than any other area. For the most part, the other training areas were rated near the midpoint on the scale of hardness.

Pressure Cadre Put on Trainees to Pass Tests. Figure 17 presents plots of the trainees' median ratings of how much pressure their cadre put on them to pass the tests in the training areas (Items 70-74). Figure 17 shows that the male trainees felt they had relatively more pressure put on them to pass the physical fitness tests, tactical training tests, and field training tests than did the female trainees. However, both groups felt they were under a great amount of pressure. The differences in median ratings are not large, but they do suggest that male trainees were under greater pressure from the cadre to excel than were female trainees.

On Item 83 the cadre estimated the amount of pressure they would put on female trainees (in future) to pass the training tests compared with male trainees. On Item 84 they judged how much they cared regarding whether female trainees (in future BIET training) passed the training tests compared with male trainees. The median ratings of the cadre who trained females indicated that, on the average, they would in the future put slightly more pressure on females in most training areas and that they would care more for females to pass each training area. Cadre who trained males estimated they would put about the same pressure on females and have about the same amount of care. These Item 83 results support the trainee reports that during the actual BIET cycle less pressure was put on females. It is assumed that trainees had an accurate recollection of conditions, since they were the ones who experienced the pressure.

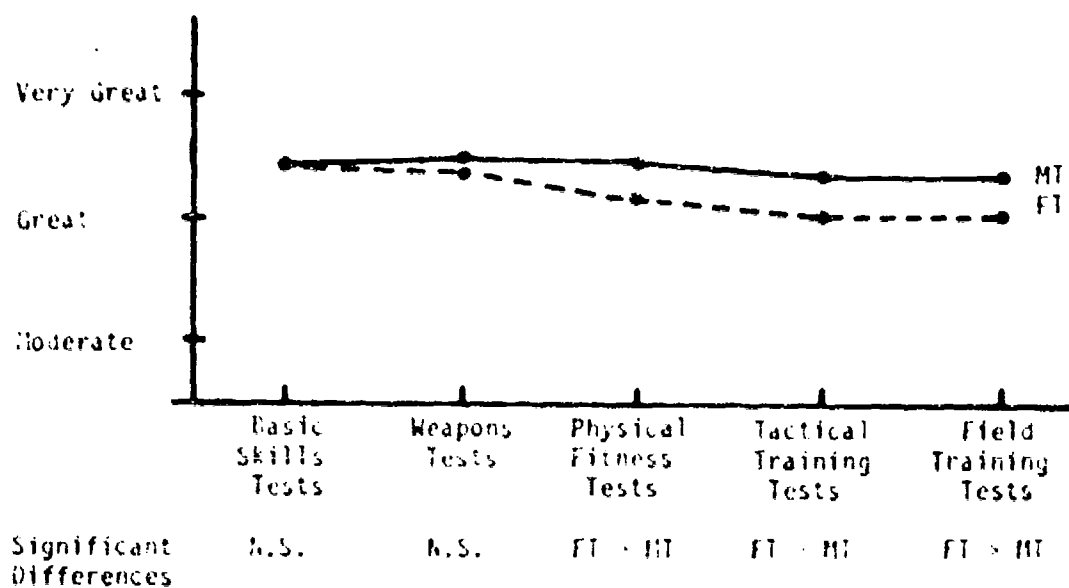


Figure 17. Trainees' median ratings of how much pressure their cadre put on them to pass the training tests (Items 70-74).

Attitude Toward BIET. Items 64-68 dealt with the trainees' general attitudes toward BIET. They were asked to rate their feelings on how much they liked BIET, how well they expected to do in the program, how important was it to pass, and how much control did their sergeants have over them. The trainees' ratings were positive on all items and did not change appreciably from pretest to posttest.

Posttest Item 113 dealt with the cadre' ratings of the amount of desire shown by the trainees for training in the main subject areas. The median ratings were all positive and ranged on the scale from "Much desire" to half-way between "Much desire" and "Some desire."

In sum, the results on the trainees' attitudes toward BIET were fairly positive at the beginning of the program and were the same at the end. These results seem to indicate they demonstrated adequate motivation during training.

A comparison of the results from the first two sets of items (difficulty of passing training courses and how hard training was in each area) indicates that the physical training program caused a considerable amount of difficulty and severe problems among the female trainees. They rated physical training as harder than any other training area and ranked it as the most difficult area. After experiencing BIET there was an increase in the percentages of

trainees and cadre who felt that average females do not have the potential to pass the BIET physical fitness test.

In contrast, the trainees' and cadre' estimates of the difficulty of the other training areas and courses indicated they were within the capabilities of most female trainees. After experiencing BIET the confidence ratings of female trainees increased for performing marches, and their ratings of the hardness of the remaining training areas were near the borderline value. The cadre indicated that high percentages of female trainees are capable of performing adequately on courses requiring physical ability, endurance, and courage such as: marches, fire and maneuver, obstacle, and confidence courses.

CRITERIA FOR TESTING MALE AND FEMALE TRAINEES IN BIET

Different groups of items were presented to the trainees and cadre which dealt with the use of the same criteria for testing male and female trainees in BIET. Fifteen items were presented to the trainees and two of the cadre. The items for each group were presented on the pretest and posttest questionnaires. The item analyses including response distributions and summaries of statistical tests are presented in Appendix A, Section A-7.

Three items revealed interesting differences in the response distribution of males and females. They all dealt with the topic

of physical fitness tests. Figure 18 presents plots of trainee response distributions with respect to whether males and females should be given the same physical fitness tests in BIET (Item 90). Figure 19 presents plots of cadre response distributions to whether it is unfair to make women take the same physical fitness test as men (Item 101). Figure 20 presents plots of response distributions of cadre who felt that physical fitness tests in BIET should be made easier for women trainees (Item 102).

Examination of the graphs reveals the following differences. In Figure 18 the plots show that on the pretest over half the female trainees indicated that males and females should not be given the same physical fitness tests. On the posttest the percentage increased by 10 percent to 66 percent or about two-thirds. Similarly, the percentage of male trainees indicating the same opinion increased significantly from 21 percent on the pretest to 32 percent on the posttest. Figures 19 and 20 show a similar response pattern for cadre responding to different aspects of the same topic. From pretest to posttest there was a substantial increase in the percentage of cadre who felt it was unfair to make females take the same physical fitness tests as males and that the tests should be made easier for women trainees.

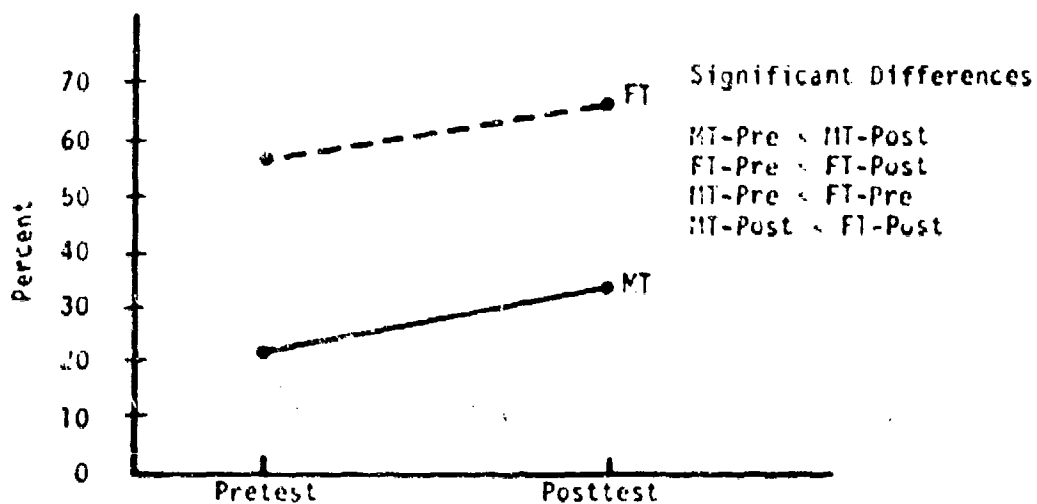


Figure 18. Percentages of trainees who felt that males and females should not take the same physical fitness tests in BILT (Item 90).

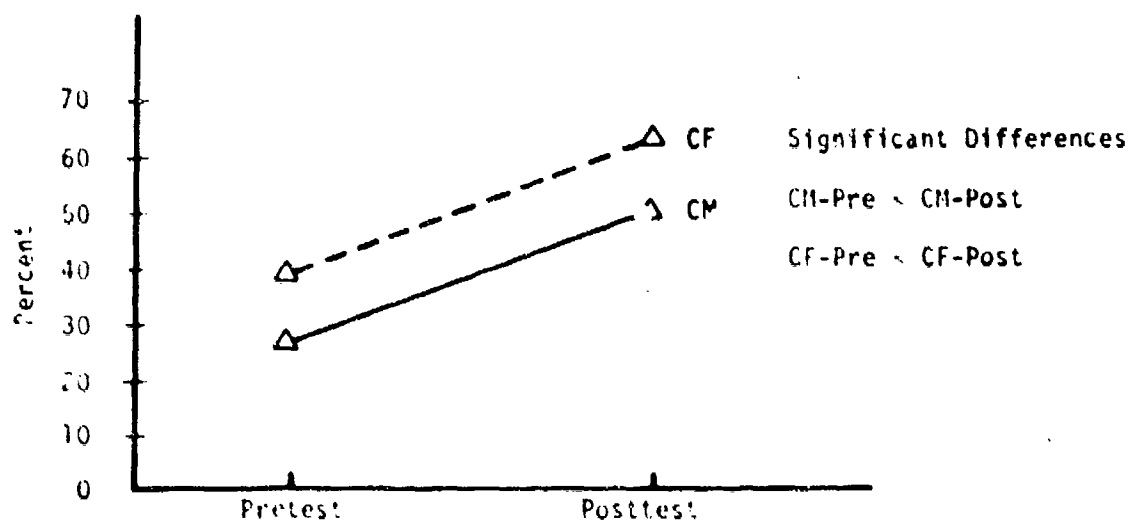


Figure 19. Percentages of cadre who felt it was unfair to make women take the same physical fitness test as men in BIET (item 101).

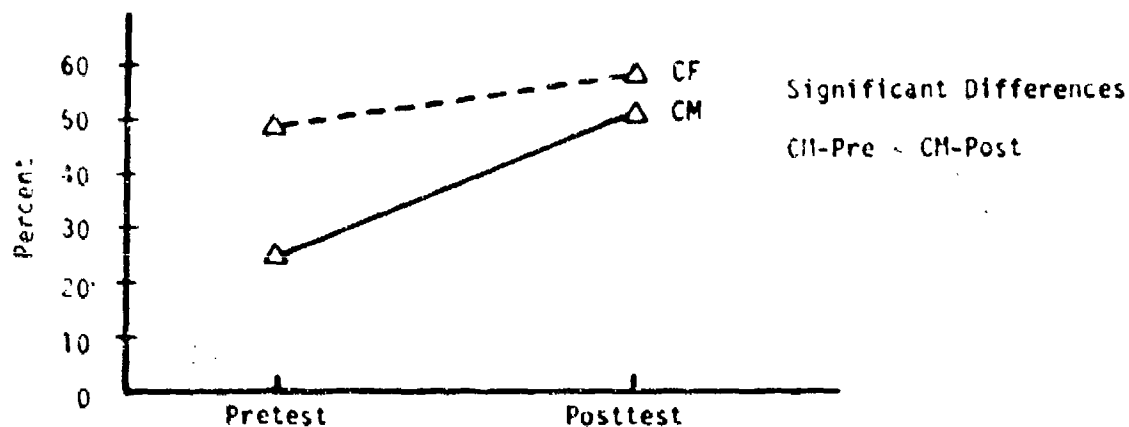


Figure 20. Percentages of cadre who felt physical fitness tests in BIET should be made easier for women trainees (item 102).

On Item 101 the cadre were asked to indicate if they felt it was fair or unfair to make women trainees pass the same tests as men trainees. On Item 102 the cadre were asked in which areas should the tests be of the same difficulty for both male and female trainees. The results were that the large majority of the cadre felt that in all training areas except physical fitness, it was fair to require women to pass the same tests as men and that they should be of the same level of difficulty.

To summarize, the results from the trainees' and cadre' responses to the items in this section were in agreement that both sexes should be given the same training tests in all subject areas except for physical fitness. A large majority of female trainees and cadre who trained females did not feel that women should be given the same physical fitness tests as men are given. Their experiences in BIET tended to strengthen this feeling.

OPINIONS ABOUT THE QUALITY OF BIET CONDITIONS AND TOPICS

Different groups of items were presented to the trainees and cadre which dealt with various aspects of the quality and effectiveness of the training program. Nine items were given to the trainees and three to the cadre. Two items were similar allowing for comparison of results between trainees and cadre. All the items for each group were presented on the posttest questionnaires. The

item analyses including response distributions and summaries of statistical tests are presented in Appendix A, Section A-8.

The items were grouped into four sets of questions. Each set dealt with a different characteristic of the training program. The first set consists of seven items concerned with the trainees' ratings of the capability of the cadre for teaching the training subjects. The second set consists of one item on the trainees' and cadre' ratings of how well prepared trainees were to pass the training tests. The third set consists of one item on the trainees' and cadre' ratings of whether more or less training time should be scheduled for specific training courses. The fourth set consists of one item on the cadre' ratings of the goodness of the main elements of the BIET program.

Cadre Teaching Ability. Items 103-109 present the results of the trainees' ratings of the knowledge, skill, and ability their cadre had in teaching the five main subject areas. The results were that all the median ratings of both male and female trainees fell between the scale values of "More than enough" and "Enough." None of the ratings approached the third scale value: "Not enough." Thus the trainees rated their cadre as having enough or more than enough knowledge, skill, and ability for teaching the courses in the five main areas of training.

Trainee Proficiency. Item 111 presents the results of the trainees' and cadre' ratings of how well prepared the trainees were to pass the proficiency tests in the five main areas of training. Figure 21 presents plots of the median ratings for each area of training. The plots show that the male trainees were rated as being well prepared for all the training areas. The female trainees were rated as being well prepared for all the areas except for the physical fitness tests in which females received a median rating of borderline.

Apportionment of Training Time. Item 110 presents the results of the trainees' and cadre' ratings of whether more or less training time should be allotted for teaching the courses of instruction. Figure 22 presents plots of the median ratings for each course. The plots show that the median values were located near the mid-scale value of "Same time" for most of the courses. In contrast, there were five courses which the cadre' and trainees' ratings indicated that the majority of respondents felt that more time should be allotted for instruction. The courses were: tactical training, fire and maneuver, basic rifle marksmanship, familiarity with U.S. weapons, and physical training. There were no courses that all the groups rated as requiring less time for instruction.

Quality of the Main Elements of BIET. Item 114 on the cadre posttest questionnaire presents the cadre' ratings of the goodness of the main conditions of the BIET program. Figure 23 presents

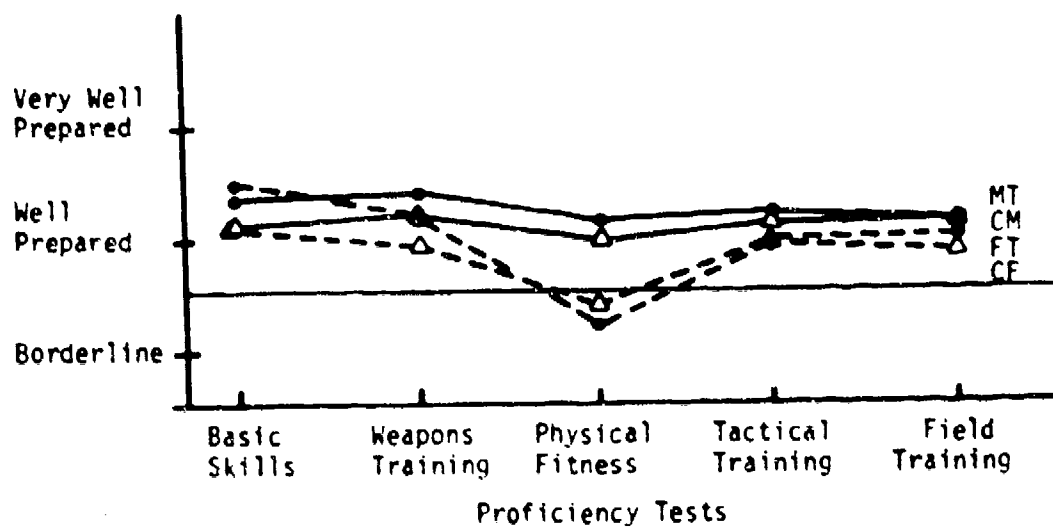


Figure 21. Median ratings of trainees preparedness for passing training proficiency tests. Horizontal line marks the upper boundary for the borderline scale value (Item 111).

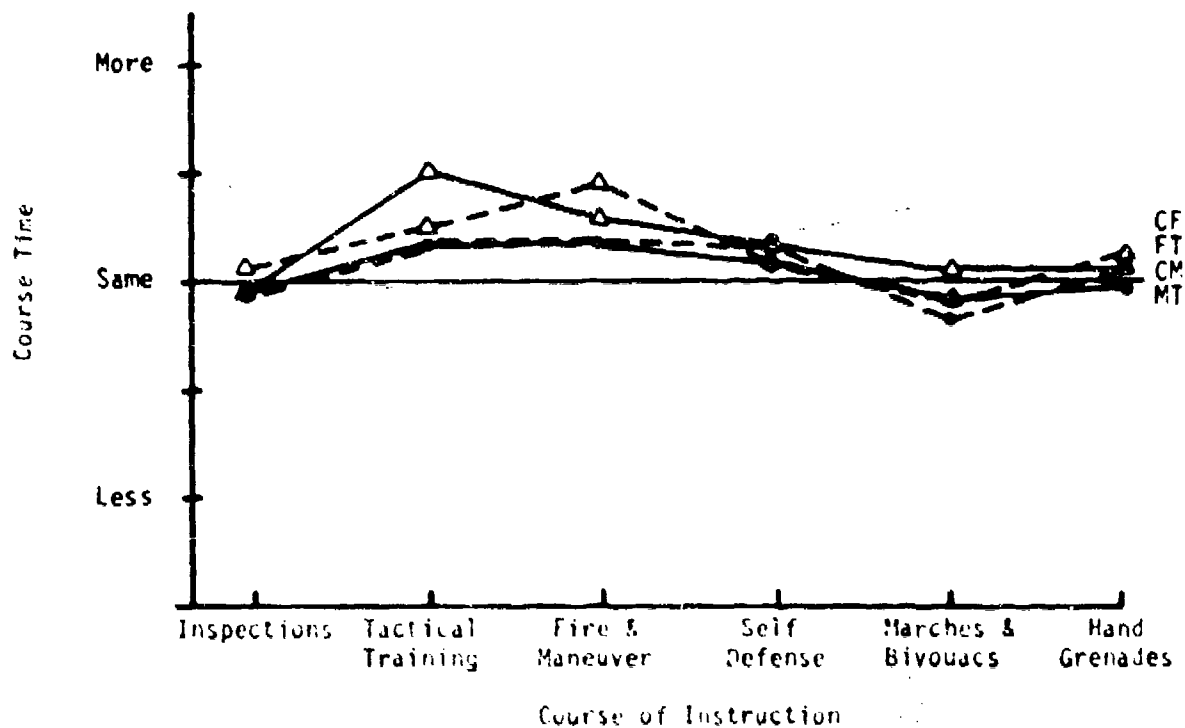


Figure 22. Median ratings of how much time should be allotted to courses of instruction. Horizontal line marks the midpoint in the scale (Item 110).

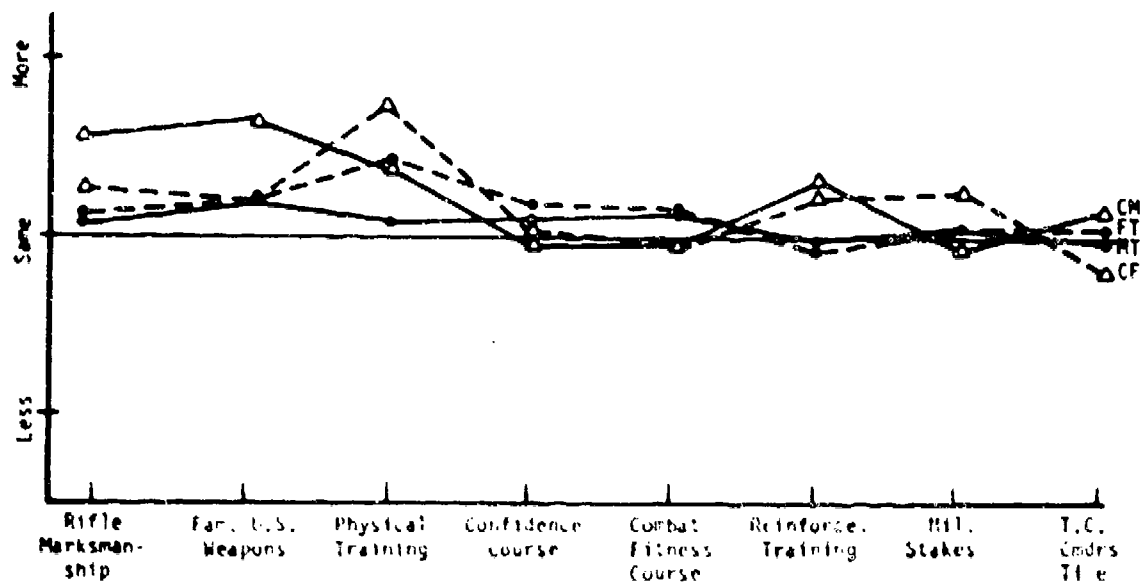


Figure 22 (continued).

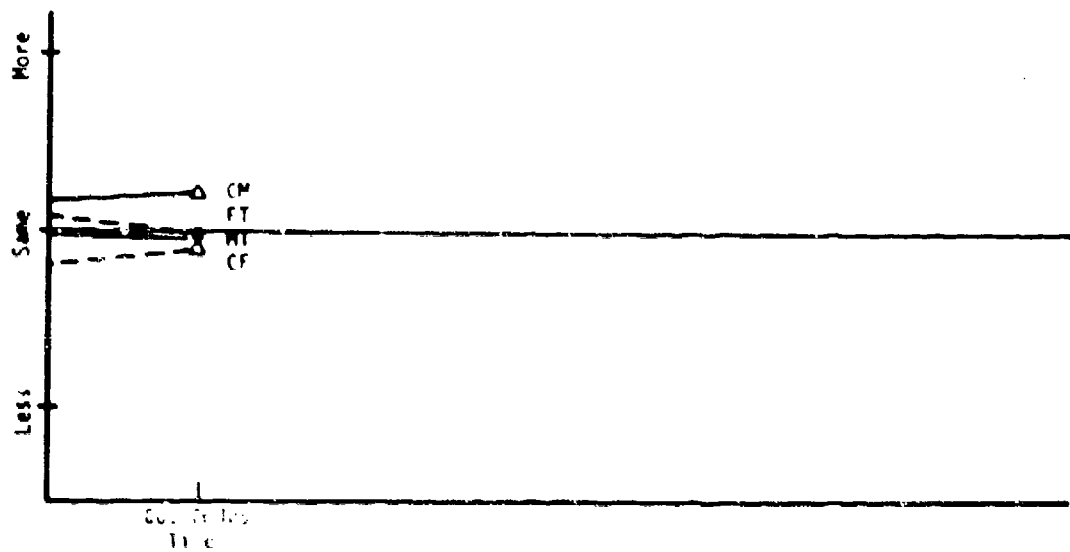


Figure 22 (continued).

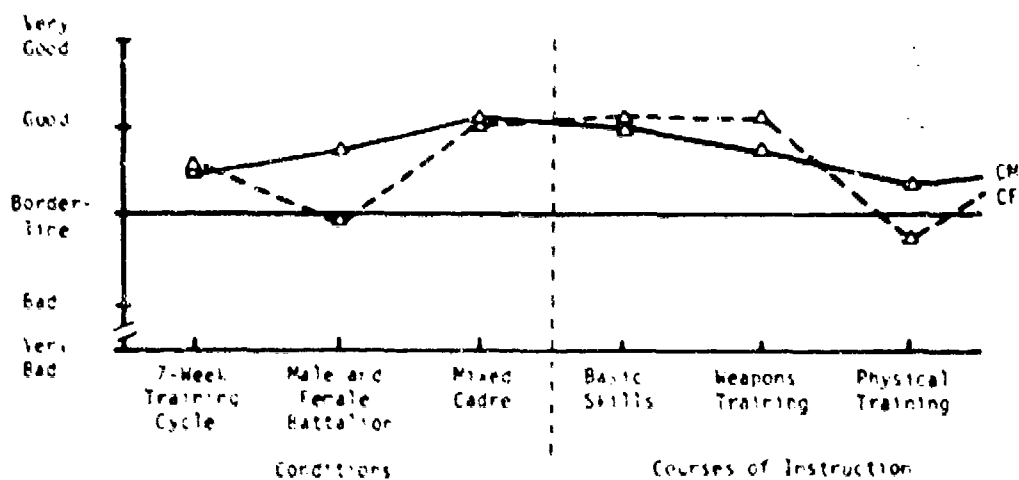


Figure 23 Cadre median ratings of the quality of the main elements of BSET (Item 114).

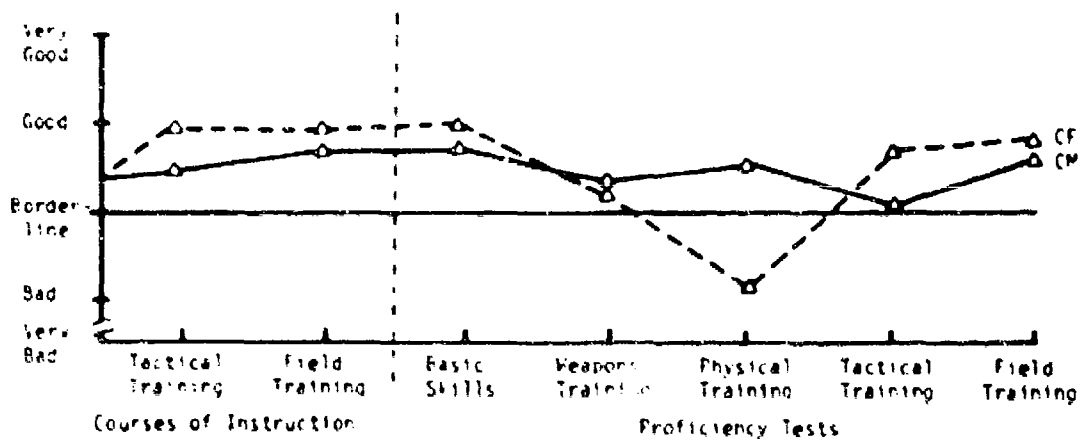


Figure 23 (continued).

plots of the median ratings for each condition. The plots show that seven elements were rated as "Good" by both groups of cadre. The other six elements received lower ratings either by one or both groups. Both groups rated the following elements as "Borderline": the seven-week training cycle, physical training course, and weapons training tests. Cadre who trained females rated segregated male and female training battalions and tactical training tests as borderline, and physical training tests as "Bad."

Comparing the results of the last three sets of items, trainees preparedness, time for teaching courses, and the quality of subjects reveals that they were quite consistent. On the subject of physical training female trainees were rated as being only marginally prepared for testing; the course was judged as requiring more time for instruction; course quality was rated low; and the proficiency test was rated as being bad by cadre who trained females.

On the subject of tactical training, the tactical training and fire and maneuver courses were rated as requiring more time for instruction and the proficiency tests were rated low by cadre who trained males. On the subject of weapons training, the basic rifle marksmanship course, and the course on familiarization with U.S. weapons were rated as marginal by both groups of cadre.

Two other features of the BIET program received low ratings for quality. They were the seven-week training cycle and the segregation of the trainees into male and female training battalions.

SUMMARY OF FINDINGS

The main findings of this study are based upon the attitude surveys of BIET cadre and trainees when considered in conjunction with performance data reported in BIET Test Report, BIET Test Directorate, Fort McClellan, Alabama, December 1976. These findings are summarized in brief statements below.

1. Female trainees entered BIET in significantly poorer physical condition than males and felt that it got worse during training. They had a higher incidence of sickness and had significantly greater problems with their feet and legs than did male trainees.

2. Female trainees were not well trained in physical fitness and were, in general, not capable of completing the required marches. The physical fitness test, itself, was judged to be inappropriate for testing female trainees; it was concluded that the majority of female trainees are incapable of passing it at the end of the BIET cycle, even with sustained training.

3. Most female trainees have the potential necessary for adequate performance in all other subjects and courses in the BIET COI.

4. Cadre felt that female trainees should not be excused from performing heavy work duty during menstruation.

5. Compared with female trainees, male trainees felt that they had relatively more pressure put on them to pass the physical fitness tests, tactical training tests, and field training tests.

6. BIET revealed that males have a greater capacity than females in the areas of physical strength and coordination, ability to perform under mental stress, and accomodation for group effort than was estimated beforehand.

7. The majority of both trainees and cadre prefer that male and female training platoons be staffed by a combination of male and female cadre.

8. Male trainees rated male cadre better at training, instruction, and commanding troops as compared with female cadre. Also, male cadre rated themselves as more knowledgeable in teaching tactical training and weapons training compared with the ratings of female cadre.

9. Both male and female trainees ranked physical fitness training as the most difficult training course. Even so, the females ranked it as much more difficult than did the males. Likewise, tactical training was ranked as more difficult by females than by males. Conversely, male trainees ranked training in basic skills as more difficult than did female trainees.

10. Courses judged to require more time for instruction for females than for males were: physical fitness training, tactical training, fire and mauuever course, basic rifle marksmanship, and familiarization with U.S. weapons.

11. Five BIET proficiency tests were judged by cadre as poor in quality indicating a need for revision. They were the: physical fitness test, tactical training test, fire and maneuver test, basic rifle marksmanship test, and the test on familiarization with US. weapons.

12. The seven week length of the BIET training cycle was judged by cadre to be too short for both male and female trainees. Female trainees require a longer training cycle than male trainees to reach the same level of proficiency.

13. Some cadre felt, however, that if male and female trainees are going to be given the same training in the same battalions (as was done in BIET) then female platoons should be integrated into companies with male platoons.

14. Trainee attitudes and motivation toward BIET were positive at the beginning and end of training. The BIET experience increased the trainees confidence for succeeding in the Army.

CONCLUSIONS

Four major conclusions are derived from the results of the questionnaire survey.

1. Female trainees entering the Army from civilian life are in poor physical condition. The majority of females require a preparatory course in physical fitness training prior to entering BIET

training. The course should include passing an appropriate physical fitness qualification test before being permitted to begin BIET (if the BIET program remains the same as in the BIET test).

2. The current BIET physical fitness course is not effective for training females and needs to be modified to produce acceptable physical performance in female trainees.

3. The current seven-week training program needs to be lengthened to include accomodation of a revised physical training course.

4. Other courses of instruction which need expansion or improvement are the: tactical training course, fire and maneuver course, basic rifle marksmanship course, and U. S. weapons familiarization course.

APPENDIX A

NUMERICAL RESULTS AND STATISTICAL ANALYSES

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KEYS

Item codes. Beneath each item number is a letter code (in brackets) indicating the respondent sample(s) and test administration(s) that apply to that item. The following key was used:

| Respondent Sample | Test Administration | |
|----------------------|---------------------|----------|
| | Pretest | Posttest |
| Trainees | A | B |
| Cadre | C | D |

Thus, for example, item code ABCD indicates that the item in question was administered to both trainees and cadre during both the pretest and the posttest. Item code A, on the other hand, would indicate that the item was presented only to trainees and only during the pretest administration.

Abbreviations (in order of appearance). The following abbreviations were used in presenting the results and analyses:

- N = number of respondents answering the item or the number of responses given or analyzed
- χ^2 = Pearson chi-square statistic (for comparing distributions of unordered data from independent samples) or McNemar's chi-square test for significance of changes (for comparing unordered data from pretest and posttest for the same subject sample)
- H = Kruskal-Wallis one-way analysis of variance (for comparing independent distributions of ordered data).
- T = Wilcoxin matched-pairs signed-ranks test (for comparing non-independent distributions of ordered data)
- df = degrees of freedom
- p = probability of error (Type I) if the null hypothesis is rejected

* = indication that p is less than or equal to the significance (alpha) level .05

z = standard z deviate (for testing differences between independent percentages)

NA = not applicable

t = Student's t (used for testing differences between independent means)

SECTION A-1

ITEMS PERTAINING TO PERSONAL FACTORS
(ITEMS 01-30)

ITEM 01. Did you graduate from high school? (Choose one.)
[A]

- A. Yes
 - B. No
-

RESULTS:

N = 745 males, 690 females.

Percentage distribution:

| <u>Response</u> | <u>Males</u> | <u>Females</u> |
|-----------------|--------------|----------------|
| A = Yes | 72 | 99 |
| B = No | 28 | 1 |

ANALYSIS:

$\chi^2 = 207.09$, $df = 1$, $p < .001^*$

ITEM 02. How easy or hard is it for you to read and understand English?
[A] (Choose one.)

| | | | | |
|-----------|------|------------|------|-----------|
| Very Easy | Easy | Borderline | Hard | Very Hard |
| A | B | C | D | E |

RESULTS:

N = 744 males, 690 females.

Percentage distribution:

| <u>Scale</u> | <u>Males</u> | <u>Females</u> |
|----------------|--------------|----------------|
| A = 1 | 55 | 63 |
| B = 2 | 34 | 31 |
| C = 3 | 10 | 6 |
| D = 4 | 1 | 0 |
| E = 5 | 0 | 0 |
| Median rating: | 1.41 | 1.29 |

ANALYSIS:

$H = 12.39$, $df = 1$, $p < .001^*$

ITEM 03. Which ethnic group do you belong to? (Choose the one that best describes you.)
[A]

- A. Afro-American or Black
- B. American Indian
- C. Asian-American
- D. Cuban American
- E. Caucasian or White
- F. Mexican American or Chicano
- G. Puerto Rican
- H. Other than above

RESULTS:

N = 745 males, 690 females.

Percentage distribution:

| <u>Response</u> | <u>Males</u> | <u>Females</u> |
|-----------------|--------------|----------------|
| A | 45 | 33 |
| B | 2 | 1 |
| C | 2 | 1 |
| D | 0 | 1 |
| E | 42 | 57 |
| F | 3 | 3 |
| G | 3 | 2 |
| H | 4 | 2 |

ANALYSIS:

$\chi^2 = 36.19$, $df = 7$, $p < .001^*$

ITEM 04. Who persuaded you to join the Army? (Choose one.)

[A]

- A. An Army recruiting sergeant or officer
- B. A friend or relative on active duty in the Army or one of the other military services
- C. A friend or relative who is a veteran or retired from the Army or one of the other military services
- D. Members of my family
- E. My friends
- F. Advertisements on TV and radio and in newspapers and magazines
- G. I decided by myself
- H. Other _____ (Please write on the answer sheet the name of the source that caused you to enlist.)

RESULTS:

N = 744 males, 688 females.

Percentage distribution:

| <u>Response</u> | <u>Males</u> | <u>Females</u> |
|-----------------|--------------|----------------|
| A | 13 | 10 |
| B | 8 | 5 |
| C | 5 | 3 |
| D | 6 | 6 |
| E | 4 | 4 |
| F | 2 | 3 |
| G | 55 | 63 |
| H | 7 | 6 |

ANALYSIS:

$\chi^2 = 18.44$, $df = 7$, $p < .02^*$

ITEMS 05 & 06:

ITEM 05. What job field (Army branch) are you going to work in
[A] while in the Army? (Choose one.)

- A. One of the following combat arms (Infantry, Armor, Artillery, Combat Engineers, Army Aviation)
- B. One of the following combat support arms (Engineers, Signal Corps, Military Police, Military Intelligence, Chemical Corps)
- C. One of the following service support branches (Ordnance Corps, Quartermaster Corps, Transportation Corps)
- D. One of the following administrative support branches (Adjutant General Corps, Finance Corps, Judge Advocate General's Corps)
- E. One of the following medical branches (Medical Corps, Nurse Corps, Medical Service Corps, Dental Corps, Veterinary Corps)
- F. Chaplains

ITEM 06. What job field (Army branch) do you want to work in while
[A] in the Army? (Choose one.)

(Same response alternatives as for item 05.)

(cont next page)

ITEMS 05 & 06 (cont)

RESULTS:

N =

Item 05: 744 males, 673 females.

Item 06: 744 males, 690 females.

Percentage distribution:

| Response | Item 05 ("going to") | | Item 06 ("want to") | |
|----------|-------------------------|---------|------------------------|---------|
| | Males | Females | Males | Females |
| A | 22 | -- | 20 | 3 |
| B | 33 | 26 | 36 | 30 |
| C | 24 | 21 | 22 | 13 |
| D | 16 | 46 | 14 | 31 |
| E | 5 | 6 | 7 | 20 |
| F | 0 | 2 | 1 | 2 |

Conditional percentage distributions:

[Note. Each cell entry is the percentage of those trainees choosing the row response for item 05 who chose the column response for item 06.]

For males:

| Item 05 ("going to") | Item 06 ("want to") | | | | | |
|-------------------------|------------------------|----|----|----|----|---|
| | A | B | C | D | E | F |
| A | 66 | 17 | 7 | 3 | 4 | 2 |
| B | 7 | 84 | 5 | 2 | 1 | 1 |
| C | 8 | 10 | 75 | 3 | 4 | 0 |
| D | 3 | 12 | 7 | 71 | 6 | 1 |
| E | 8 | 3 | 0 | 8 | 78 | 3 |
| F | 0 | 0 | 0 | 0 | 0 | 0 |

(cont next page)

ITEMS 05 & 06 (cont)

For females:

| Item 05 ("going to") | Item 06 ("want to") | | | | | |
|-------------------------|------------------------|----|----|----|----|-----|
| | A | B | C | D | E | F |
| A | -- | -- | -- | -- | -- | -- |
| B | 3 | 79 | 3 | 2 | 13 | 0 |
| C | 2 | 16 | 55 | 9 | 16 | 1 |
| D | 2 | 16 | 2 | 62 | 17 | 1 |
| E | 0 | 0 | 0 | 5 | 93 | 2 |
| F | 0 | 0 | 0 | 0 | 0 | 100 |

Overall conditional percentages of male and female trainees who said they wanted to work in the job they said they were going to work in:

Males: 76

Females: 67

ANALYSIS:

Test for significance of the difference between the overall conditional percentages for males and females:

$$z = 3.32, p < .001^*$$

ITEM 07. Do you plan to improve your formal education on a part time schedule while in the Army? (Choose one.)

- [A]
- A. No
 - B. I would like to get a highschool diploma or GED certificate
 - C. I would like to get into a technical, vocational, or clerical program at a technical school or community college
 - D. I would like to get into a four-year college program at a community college or university

RESULTS:

N = 741 males, 685 females.

Percentage distribution:

| <u>Response</u> | <u>Males</u> | <u>Females</u> |
|-----------------|--------------|----------------|
| A | 10 | 15 |
| B | 23 | 1 |
| C | 28 | 32 |
| D | 39 | 52 |

ANALYSIS:

$\chi^2 = 174.19$, $df = 3$, $p < .001^*$

ITEM 08. How often do you like to exercise or play in individual or team sports (like riding a bike, handball, jogging, basketball, volleyball, touch football)? (Choose one.)

- A. Once a year--or less often
- B. Once in a while
- C. Once or twice a week
- D. Three to five times a week
- E. Every day if I can find time

RESULTS:

N = 744 males, 690 females.

Percentage distribution:

| <u>Scale</u> | <u>Males</u> | <u>Females</u> |
|----------------|--------------|----------------|
| A = 1 | 0 | 1 |
| B = 2 | 10 | 18 |
| C = 3 | 18 | 21 |
| D = 4 | 23 | 19 |
| E = 5 | 49 | 41 |
| Median rating: | 4.46 | 4.02 |

ANALYSIS:

$H = 20.14$, $df = 1$, $p < .001^*$

ITEM 09. What sort of physical condition would you say you are in? (A person in good physical condition should be able to run a mile in 12 minutes.)

[A]

- A. Bad physical condition (I cannot run a mile)
- B. Poor physical condition (I can run a mile in about 16 minutes)
- C. Good physical condition (I can run a mile in about 12 minutes)
- D. Real good physical condition (I can run a mile in about 10 minutes)
- E. Top physical condition (I can run a mile in 8 minutes or less)

RESULTS:

N = 743 males, 690 females.

Percentage distribution:

| <u>Scale</u> | <u>Males</u> | <u>Females</u> |
|----------------|--------------|----------------|
| A = 1 | 4 | 20 |
| B = 2 | 15 | 33 |
| C = 3 | 38 | 38 |
| D = 4 | 23 | 6 |
| E = 5 | 20 | 3 |
| Median rating: | 3.32 | 2.41 |

ANALYSIS:

H = 283.95, df = 1, p < .001*

ITEM 10. Since joining the Army (starting with my arrival at the reception station), my overall health has--(Choose one.)

- A. Improved
- B. Remained the same
- C. Got worse

RESULTS:

| | Pretest | | Posttest | |
|--------------------------|---------|---------|----------|---------|
| | Males | Females | Males | Females |
| N = | 741 | 683 | 730 | 679 |
| Percentage distribution: | | | | |
| <u>Scale</u> | | | | |
| A = 1 | 54 | 30 | 72 | 31 |
| B = 2 | 38 | 55 | 22 | 36 |
| C = 3 | 8 | 15 | 6 | 33 |
| Median rating: | 1.43 | 1.86 | 1.19 | 2.03 |

ANALYSIS:

Pre vs. Post (Males): $T = 10,543.0, p < .001^*$

Pre vs. Post (Females): $T = 17,756.0, p < .001^*$

Males vs. Females (Pre): $H = 82.65, df = 1, p < .001^*$

Males vs. Females (Post): $H = 270.00, df = 1, p < .001^*$

ITEM 11. How many times did you go on sick call for each of the following problems? (Enter the number for each problem.)
[B]

- | | |
|------------------------------------|--------------------------------------|
| A. Foot problems _____ | E. Leg problems _____ |
| B. Back problems _____ | F. Headaches _____ |
| C. Stomach/internal problems _____ | G. Colds _____ |
| D. Ear problems _____ | H. Menstrual & female problems _____ |

RESULTS:

N = 745 males, 690 females.

Percentage distribution:

| <u>Problem</u> | <u>% of males entering a no. greater than zero</u> | <u>% of females entering a no. greater than zero</u> |
|----------------|------------------------------------------------------------|--------------------------------------------------------------|
| A | 19 | 51 |
| B | 10 | 28 |
| C | 4 | 12 |
| D | 5 | 7 |
| E | 5 | 11 |
| F | 27 | 30 |
| G | 3 | 6 |
| H | NA | 22 |

ANALYSIS:

Tests for significance of differences between percentages for males and females:

| <u>Problem</u> | <u>z</u> | <u>p</u> |
|----------------|----------|----------|
| A | 8.72 | < .001* |
| B | 6.79 | < .001* |
| C | 4.73 | < .001* |
| D | -- | > .05 |
| E | 2.53 | < .01* |
| F | -- | > .05 |
| G | 2.32 | * .03* |
| H | NA | NA |

ITEM 12. Did you have any problems in breaking in and wearing your new combat boots? (Choose one.)
[B]

- A. I got severe blisters, cuts, or cramps and had to exchange the boots for new ones
 - B. I got blisters or cuts for a while until the boots broke in
 - C. My feet were sore and hurt some for the first few days
 - D. The boots were uncomfortable for just a day or two
 - E. The boots were comfortable right from the first day
-

RESULTS:

N = 735 males, 685 females.

Percentage distribution:

| <u>Response</u> | <u>Males</u> | <u>Females</u> |
|-----------------|--------------|----------------|
| A | 5 | 13 |
| B | 19 | 22 |
| C | 24 | 22 |
| D | 28 | 24 |
| E | 24 | 19 |

ANALYSIS:

$$\chi^2 = 35.95, df = 4, p < .001^*$$

ITEM 13. How satisfactory or unsatisfactory was the quality of meals
[B] served in garrison? (Choose one.)

- A. Very satisfactory
- B. Satisfactory
- C. Borderline
- D. Unsatisfactory
- E. Very unsatisfactory

RESULTS:

N = 739 males, 689 females.

Percentage distribution:

| <u>Scale</u> | <u>Males</u> | <u>Females</u> |
|----------------|--------------|----------------|
| A = 1 | 13 | 9 |
| B = 2 | 50 | 43 |
| C = 3 | 26 | 37 |
| D = 4 | 8 | 8 |
| E = 5 | 3 | 3 |
| Median rating: | 2.24 | 2.45 |

ANALYSIS:

H = 17.61, df = 1, p < .001*

ITEM 14. How satisfactory or unsatisfactory was the quality of meals served in the field? (Choose one.)
[B]

- A. Very satisfactory
- B. Satisfactory
- C. Borderline
- D. Unsatisfactory
- E. Very unsatisfactory

RESULTS:

N = 738 males, 685 females.

Percentage distribution:

| <u>Scale</u> | <u>Males</u> | <u>Females</u> |
|----------------|--------------|----------------|
| A = 1 | 6 | 7 |
| B = 2 | 33 | 35 |
| C = 3 | 32 | 34 |
| D = 4 | 20 | 19 |
| E = 5 | 9 | 5 |
| Median rating: | 2.84 | 2.74 |

ANALYSIS:

$H = 2.76$, $df = 1$, $p = .10$

ITEM 15. Were there any meals served to you that were so bad that
[B.] you could not eat any or some part of them? (Choose one.)

- A. Yes
- B. No

RESULTS:

N = 744 males, 690 females.

Percentage distribution:

| <u>Response</u> | <u>Males</u> | <u>Females</u> |
|-----------------|--------------|----------------|
| A = Yes | 36 | 48 |
| B = No | 64 | 52 |

ANALYSIS:

$\chi^2 = 20.50, df = 1, p < .001^*$

ITEM 16. If yes, how many? (Enter number) _____ meals I could not
[B] eat.

RESULTS:

N = 744 males, 689 females.

One male and one female entered a response of "2."

ANALYSIS:

None

ITEM 17. When you were first given your initial clothing and equipment
[B] issue, did you get the right size and fit for the items listed
below? (Choose one for each.)

Combat boots

- A. Right size
- B. Wrong size

Fatigue shirts

- A. Right size
- B. Wrong size

Fatigue pants

- A. Right size
- B. Wrong size

Fatigue cap

- A. Right size
- B. Wrong size

RESULTS:

| | <u>Males</u> | <u>Females</u> |
|----------------|--------------|----------------|
| N = | | |
| Combat boots | 744 | 688 |
| Fatigue pants | 744 | 690 |
| Fatigue shirts | 742 | 688 |
| Fatigue cap | 741 | 688 |

Percentage distribution (for trainees choosing response B):

| | | |
|----------------|----|----|
| Combat boots | 15 | 20 |
| Fatigue pants | 24 | 21 |
| Fatigue shirts | 7 | 6 |
| Fatigue cap | 8 | 9 |

ANALYSIS (males vs. females):

Combat boots: $\chi^2 = 5.23$, $df = 1$, $p = .02^*$

Fatigue pants: $\chi^2 = 2.49$, $df = 1$, $p = .11$

Fatigue shirts: $\chi^2 = .15$, $df = 1$, $p = .70$

Fatigue cap: $\chi^2 = 1.00$, $df = 1$, $p = .32$

ITEM 18. For those items which were issued to you in the wrong size, how many days did it take before you were given the right size? (Enter number of days.)

_____ days before I got the right size combat boots
 _____ days before I got the right size fatigue pants
 _____ days before I got the right size fatigue shirts
 _____ days before I got the right size fatigue cap

RESULTS:

| | <u>Males</u> | <u>Females</u> |
|----------------|--------------|----------------|
| N = | | |
| Combat boots | 30 | 30 |
| Fatigue pants | 30 | 17 |
| Fatigue shirts | 23 | 19 |
| Fatigue cap | 21 | 20 |

Distribution of means:

| | | |
|----------------|-----|------|
| Combat boots | 3.4 | 4.0 |
| Fatigue pants | 3.2 | 4.2 |
| Fatigue shirts | 7.7 | 12.8 |
| Fatigue cap | 2.3 | 5.0 |

ANALYSIS (males vs. females):

Combat boots: $t = -.205$, $df = 58$, $p = .80$

Fatigue pants: $t = -.215$, $df = 45$, $p = .80$

Fatigue shirts: $t = -.302$, $df = 40$, $p = .75$

Fatigue cap: $t = -.384$, $df = 39$, $p = .70$

ITEM 19. How well furnished and comfortable were your living quarters
(B) in the barracks? (Choose one.)

- A. Well furnished and very comfortable
 - B. Fairly well furnished and comfortable
 - C. So-so
 - D. Poorly furnished and uncomfortable
 - E. Badly furnished and very uncomfortable
-

RESULTS:

A format error on the questionnaire answer sheet prevented
respondents from answering this item.

ANALYSIS:

None

ITEM 20. Did you have enough privacy in your living quarters? (Choose one.)

- A. Yes
B. No

RESULTS:

N = 738 males, 688 females.

Percentage distribution:

| <u>Response</u> | <u>Males</u> | <u>Females</u> |
|-----------------|--------------|----------------|
| A = Yes | 55 | 22 |
| B = No | 45 | 78 |

ANALYSIS:

$\chi^2 = 84.88$, $df = 1$, $p < .001$ *

ITEM 21. How satisfied or unsatisfied were you with the living
[B] arrangements you worked out with your roommates? (Choose
one.)

- A. Very satisfied
- B. Satisfied
- C. Neither satisfied nor unsatisfied
- D. Unsatisfied
- E. Very unsatisfied

RESULTS:

N = 739 males, 686 females.

Percentage distribution:

| <u>Scale</u> | <u>Males</u> | <u>Females</u> |
|----------------|--------------|----------------|
| A = 1 | 16 | 9 |
| B = 2 | 56 | 43 |
| C = 3 | 23 | 34 |
| D = 4 | 4 | 10 |
| E = 5 | 1 | 4 |
| Median rating: | 2.11 | 2.48 |

ANALYSIS:

$\chi^2 = 57.11, df = 1, p = .001^*$

ITEM 22. How many of your roommates did you dislike? (Enter number.)

[B]

Number _____

RESULTS:

N = 743 males, 687 females.

Distribution of means:

| <u>Males</u> | <u>Females</u> |
|--------------|----------------|
| 2.19 | 2.91 |

ANALYSIS:

$t = 4.98$, $df = 1428$, $p = .001$ *

ITEM 23. How much did you like or dislike living in the barracks?
(8) (Choose one.)

- A. Like very much
- B. Like
- C. Neither like nor dislike
- D. Dislike
- E. Dislike very much

RESULTS:

N = 744 males, 690 females.

Percentage distribution:

| <u>Scale</u> | <u>Males</u> | <u>Females</u> |
|----------------|--------------|----------------|
| A = 1 | 16 | 9 |
| B = 2 | 37 | 32 |
| C = 3 | 37 | 39 |
| D = 4 | 7 | 13 |
| E = 5 | 3 | 7 |
| Median rating: | 2.42 | 2.73 |

ANALYSIS:

$\chi^2 = 31.23$, $df = 1$, $p = .001^*$

ITEM 24. How long have you been in the Army? _____ Months
(C)

RESULTS:

N = 2 males, 5 females.

Frequency/(percentage) distribution:

| <u>Response</u> <u>(months)</u> | <u>Males</u> | <u>Females</u> |
|------------------------------------|--------------|----------------|
| 8 | 0 (0) | 1 (20) |
| 18 | 0 (0) | 1 (20) |
| 29 | 0 (0) | 1 (20) |
| 31 | 1 (50) | 0 (0) |
| 33 | 1 (50) | 0 (0) |
| 36 | 0 (0) | 1 (20) |
| 43 | 0 (0) | 1 (20) |
| Median months: | 32.0 | 29.0 |

ANALYSIS:

None

ITEM 25. How many months of combat experience do you have? _____ Months
[C]

RESULTS:

N = 27 males, 20 females.

Frequency/(percentage) distribution:

| <u>Response</u> <u>(months)</u> | <u>Males</u> | <u>Females</u> |
|------------------------------------|--------------|----------------|
| 0 | 13 (48) | 20 (100) |
| 12 | 7 (26) | 0 (0) |
| 14 | 1 (4) | 0 (0) |
| 17 | 1 (4) | 0 (0) |
| 18 | 1 (4) | 0 (0) |
| 24 | 4 (15) | 0 (0) |
| Median months: | 11.5 | .0 |

ANALYSIS:

None

ITEM 26. How many months have you completed serving in the following position? (Enter number of months.)

[C]

_____ Months as Platoon Sergeant

RESULTS:

N = 17 males, 18 females.

Frequency/(percentage) distribution:

| <u>Response</u> <u>(months)</u> | <u>Males</u> | <u>Females</u> |
|------------------------------------|--------------|----------------|
| 0 | 8 (47) | 12 (67) |
| 1 | 0 (0) | 1 (6) |
| 2 | 1 (6) | 4 (22) |
| 4 | 1 (6) | 0 (0) |
| 6 | 3 (18) | 1 (6) |
| 10 | 1 (6) | 0 (0) |
| 11 | 1 (6) | 0 (0) |
| 12 | 2 (12) | 0 (0) |
| Median months: | 2.00 | .25 |

ANALYSIS:

None

ITEM 27. How many months have you completed serving in the following
[C] position? (Enter number of months.)

_____ Months as Drill Sergeant

RESULTS:

N = 21 males, 13 females.

Frequency/(percentage) distribution:

| <u>Response</u> <u>(months)</u> | <u>Males</u> | <u>Females</u> |
|------------------------------------|--------------|----------------|
| 1 | 0 (0) | 1 (8) |
| 2 | 2 (10) | 0 (0) |
| 3 | 2 (10) | 2 (15) |
| 4 | 1 (5) | 1 (8) |
| 5 | 2 (10) | 2 (15) |
| 6 | 6 (29) | 3 (23) |
| 7 | 2 (10) | 1 (8) |
| 8 | 2 (10) | 1 (8) |
| 9 | 3 (14) | 1 (8) |
| 10 | 1 (5) | 1 (8) |
| Median months. | 6.08 | 5.67 |

ANALYSIS:

None

ITEM 28. How many months have you completed serving in the following position? (Enter number of months.)

_____ Months as a member of an Instruction Committee

RESULTS:

N = 40 males, 20 females.

Frequency/(percentage) distribution:

| <u>Response (months)</u> | <u>Males</u> | <u>Females</u> |
|------------------------------|--------------|----------------|
| 0 | 23 (58) | 19 (95) |
| 2 | 2 (5) | 0 (0) |
| 6 | 2 (5) | 1 (5) |
| 8 | 1 (2) | 0 (0) |
| 9 | 1 (2) | 0 (0) |
| 12 | 4 (10) | 0 (0) |
| 18 | 3 (8) | 0 (0) |
| 23 | 1 (2) | 0 (0) |
| 24 | 3 (8) | 0 (0) |
| Median months: | .37 | .03 |

ANALYSIS:

None

ITEM 29. Using each of the numbers 1 through 6, rank the following training areas in terms of your knowledge and skill. Assign a number to each area, and use each number only once. Assign a "1" to your best area, a "2" to your second best area, and so on until each of the six numbers have been assigned to one of the training areas.

- A. _____ Commanding and leading trainees
 B. _____ Basic military skills
 C. _____ Weapons training
 D. _____ Physical fitness and conditioning training
 E. _____ Tactical training
 F. _____ Field training

RESULTS:

A. Commanding and leading trainees

N = 42 males, 19 females.

Frequency/(percentage) distribution:

| <u>Rank</u> | <u>Males</u> | <u>Females</u> |
|--------------|--------------|----------------|
| 1 | 18 (43) | 7 (37) |
| 2 | 11 (26) | 9 (47) |
| 3 | 6 (14) | 2 (11) |
| 4 | 5 (12) | 1 (5) |
| 5 | 1 (2) | 0 (0) |
| 6 | 1 (2) | 0 (0) |
| Median rank: | 1.77 | 1.77 |

B. Basic military skills

N = 42 males, 18 females.

Frequency/(percentage) distribution:

| <u>Rank</u> | <u>Males</u> | <u>Females</u> |
|--------------|--------------|----------------|
| 1 | 17 (40) | 8 (44) |
| 2 | 13 (31) | 4 (22) |
| 3 | 5 (12) | 5 (28) |
| 4 | 2 (5) | 0 (0) |
| 5 | 3 (7) | 1 (6) |
| 6 | 2 (5) | 0 (0) |
| Median rank: | 1.81 | 1.75 |

(cont next page)

ITEM 29 (cont)

C. Weapons training

N = 43 males, 18 females.

Frequency/(percentage) distribution:

| <u>Rank</u> | <u>Males</u> | <u>Females</u> |
|--------------|--------------|----------------|
| 1 | 10 (23) | 0 (0) |
| 2 | 2 (5) | 0 (0) |
| 3 | 14 (33) | 7 (39) |
| 4 | 8 (19) | 7 (39) |
| 5 | 4 (9) | 3 (17) |
| 6 | 5 (12) | 1 (6) |
| Median rank: | 3.12 | 3.79 |

D. Physical fitness and conditioning training

N = 42 males, 18 females.

Frequency/(percentage) distribution:

| <u>Rank</u> | <u>Males</u> | <u>Females</u> |
|--------------|--------------|----------------|
| 1 | 6 (14) | 3 (17) |
| 2 | 6 (14) | 4 (22) |
| 3 | 7 (17) | 4 (22) |
| 4 | 11 (26) | 5 (28) |
| 5 | 5 (12) | 0 (0) |
| 6 | 7 (17) | 2 (11) |
| Median rank: | 3.68 | 3.00 |

E. Tactical training

N = 42 males, 18 females.

Frequency/(percentage) distribution:

| <u>Rank</u> | <u>Males</u> | <u>Females</u> |
|--------------|--------------|----------------|
| 1 | 12 (29) | 1 (6) |
| 2 | 4 (10) | 0 (0) |
| 3 | 3 (7) | 0 (0) |
| 4 | 6 (14) | 1 (6) |
| 5 | 10 (24) | 4 (22) |
| 6 | 7 (17) | 12 (67) |
| Median rank: | 3.83 | 5.75 |

(cont next page)

ITEM 29 (cont)

F. Field training

N = 43 males, 18 females.

Frequency/(percentage) distribution:

| <u>Rank</u> | <u>Males</u> | <u>Females</u> |
|--------------|--------------|----------------|
| 1 | 6 (14) | 0 (0) |
| 2 | 4 (9) | 1 (6) |
| 3 | 3 (7) | 0 (0) |
| 4 | 4 (9) | 4 (22) |
| 5 | 13 (30) | 10 (56) |
| 6 | 13 (30) | 3 (17) |
| Median rank: | 4.85 | 4.90 |

ANALYSIS:

A. Commanding and leading trainees

[Note. For this analysis the frequencies for ranks 4, 5, & 6 were combined.]

$$\chi^2 = 3.47, df = 3, p > .30$$

B. Basic military skills

[Note. For this analysis the frequencies for ranks 4, 5, & 6 were combined.]

$$\chi^2 = 3.46, df = 3, p > .30$$

C. Weapons training

[Note. For this analysis the frequencies for each of the following pairs of ranks were combined: 1 & 2, 3 & 4, 5 & 6.]

$$\chi^2 = 6.56, df = 2, p < .05^*$$

ITEM 29 (cont)

D. Physical fitness and conditioning training

[note. For this analysis the frequencies for ranks 5 & 6 were combined.]

$$\chi^2 = 2.39, df = 4, p = .50$$

E. Tactical training

[note. For this analysis the frequencies for ranks 2 & 3 were combined.]

$$\chi^2 = 16.86, df = 4, p = .01^*$$

F. Field training

[note. For this analysis the frequencies for ranks 1, 2, & 3 were combined.]

$$\chi^2 = 8.03, df = 3, p = .05^*$$

ITLH 30. Enter the number of months you have instructed trainees in the following areas as either a Drill Instructor (use column one) or as an Instruction Committee member (use column two).

| | Drill Instructor | Committee Member |
|------------------------------------------|------------------|------------------|
| Commanding & leading trainees | ___ Months | ___ Months |
| Teaching basic military skills | ___ Months | ___ Months |
| Teaching weapons training | ___ Months | ___ Months |
| Teaching physical fitness & conditioning | ___ Months | ___ Months |
| Teaching tactical training | ___ Months | ___ Months |
| Teaching field training | ___ Months | ___ Months |

RESULTS FOR "COMMANDING & LEADING TRAINEES":

| | Drill instructor | | Committee member | |
|-----|------------------|---------|------------------|---------|
| | Males | Females | Males | Females |
| N = | 24 | 11 | 43 | 20 |

Frequency/(percentage) distribution:

Response
(months)

| | | | | |
|----|--------|--------|---------|----------|
| 0 | 2 (8) | 1 (9) | 37 (36) | 20 (100) |
| 3 | 1 (4) | 2 (18) | -- | -- |
| 4 | 2 (8) | 1 (9) | -- | -- |
| 5 | 4 (17) | 1 (9) | -- | -- |
| 6 | 6 (25) | 2 (18) | -- | -- |
| 7 | 3 (13) | 0 (0) | -- | -- |
| 8 | 2 (8) | 1 (9) | -- | -- |
| 9 | 2 (8) | 3 (27) | -- | -- |
| 10 | 2 (8) | 0 (0) | 1 (2) | 0 (0) |
| 24 | -- | -- | 1 (2) | 0 (0) |
| 27 | -- | -- | 1 (2) | 0 (0) |
| 28 | -- | -- | 1 (2) | 0 (0) |
| 48 | -- | -- | 1 (2) | 0 (0) |
| 50 | -- | -- | 1 (2) | 0 (0) |

| | | | | |
|----------------|------|------|-----|-----|
| Median months: | 6.02 | 5.78 | .08 | .00 |
|----------------|------|------|-----|-----|

(cont next page)

ITEM 30 (cont)

RESULTS FOR "TEACHING BASIC MILITARY SKILLS":

| | <u>Drill instructor</u> | | <u>Committee member</u> | |
|-----|-------------------------|----------------|-------------------------|----------------|
| | <u>Males</u> | <u>Females</u> | <u>Males</u> | <u>Females</u> |
| N = | 24 | 11 | 43 | 20 |

Frequency/(percentage) distribution:

| <u>Response</u> <u>(months)</u> | | | | |
|------------------------------------|--------|--------|---------|----------|
| 0 | 2 (8) | 1 (9) | 35 (81) | 20 (100) |
| 2 | 1 (4) | 0 (0) | -- | -- |
| 3 | 1 (4) | 2 (18) | -- | -- |
| 4 | 2 (8) | 1 (9) | -- | -- |
| 5 | 3 (13) | 1 (9) | -- | -- |
| 6 | 4 (17) | 2 (18) | -- | -- |
| 7 | 3 (13) | 0 (0) | -- | -- |
| 8 | 4 (17) | 0 (0) | 1 (2) | 0 (0) |
| 9 | 2 (8) | 3 (27) | -- | -- |
| 10 | 2 (8) | 1 (9) | 1 (2) | 0 (0) |
| 24 | -- | -- | 1 (2) | 0 (0) |
| 27 | -- | -- | 1 (2) | 0 (0) |
| 28 | -- | -- | 1 (2) | 0 (0) |
| 30 | -- | -- | 1 (2) | 0 (0) |
| 48 | -- | -- | 1 (2) | 0 (0) |
| 50 | -- | -- | 1 (2) | 0 (0) |
| Median months: | 6.26 | 5.78 | .12 | .00 |

(cont next page)

ITEM 30 (cont)

RESULTS FOR "TEACHING WEAPONS TRAINING":

| | Drill instructor | | Committee member | |
|-----|------------------|---------|------------------|---------|
| | Males | Females | Males | Females |
| N = | 22 | 10 | 43 | 20 |

Frequency/(percentage) distribution:

| Response (months) | | | | |
|----------------------|--------|--------|---------|----------|
| 0 | 2 (9) | 1 (10) | 36 (84) | 20 (100) |
| 1 | 1 (5) | 0 (0) | -- | -- |
| 2 | 1 (5) | 1 (10) | -- | -- |
| 3 | 2 (9) | 0 (0) | -- | -- |
| 4 | 0 (0) | 1 (10) | -- | -- |
| 5 | 4 (18) | 1 (10) | -- | -- |
| 6 | 4 (18) | 2 (20) | -- | -- |
| 7 | 2 (9) | 0 (0) | -- | -- |
| 8 | 4 (18) | 1 (10) | 1 (2) | 0 (0) |
| 9 | 2 (9) | 3 (30) | -- | -- |
| 10 | -- | -- | 1 (2) | 0 (0) |
| 23 | -- | -- | 1 (2) | 0 (0) |
| 24 | -- | -- | 1 (2) | 0 (0) |
| 26 | -- | -- | 1 (2) | 0 (0) |
| 38 | -- | -- | 1 (2) | 0 (0) |
| 48 | -- | -- | 1 (2) | 0 (0) |
| Median months: | 5.78 | 6.00 | .10 | .00 |

(cont next page)

ITEM 30 (cont)

RESULTS FOR "TEACHING PHYSICAL FITNESS & CONDITIONING":

| | <u>Drill instructor</u> | | <u>Committee member</u> | |
|--------------------------------------|-------------------------|----------------|-------------------------|----------------|
| | <u>Males</u> | <u>Females</u> | <u>Males</u> | <u>Females</u> |
| N = | 23 | 11 | 43 | 20 |
| Frequency/(percentage) distribution: | | | | |
| <u>Response</u> <u>(months)</u> | | | | |
| 0 | 3 (13) | 1 (9) | 38 (88) | 20 (100) |
| 1 | 1 (4) | 0 (0) | -- | -- |
| 3 | 1 (4) | 2 (18) | -- | -- |
| 4 | 0 (0) | 2 (18) | -- | -- |
| 5 | 4 (17) | 1 (9) | -- | -- |
| 6 | 4 (17) | 2 (18) | -- | -- |
| 7 | 3 (13) | 0 (0) | -- | -- |
| 8 | 4 (17) | 0 (0) | -- | -- |
| 9 | 2 (9) | 3 (27) | -- | -- |
| 10 | 1 (4) | 0 (0) | 2 (5) | 0 (0) |
| 28 | -- | -- | 1 (2) | 0 (0) |
| 48 | -- | -- | 1 (2) | 0 (0) |
| 86 | -- | -- | 1 (2) | 0 (0) |
| Median months: | 6.21 | 5.06 | .07 | .00 |

(cont next page)

ITEM 30 (cont)

RESULTS FOR "TEACHING TACTICAL TRAINING":

| | <u>Drill instructor</u> | | <u>Committee member</u> | |
|-----|-------------------------|----------------|-------------------------|----------------|
| | <u>Males</u> | <u>Females</u> | <u>Males</u> | <u>Females</u> |
| N = | 20 | 20 | 43 | 20 |

Frequency/(percentage) distribution:

| <u>Response</u> <u>(months)</u> | | | | |
|------------------------------------|--------|---------|---------|----------|
| 0 | 5 (25) | 13 (65) | 37 (86) | 20 (100) |
| 1 | 1 (5) | 2 (10) | -- | -- |
| 2 | -- | -- | 1 (2) | 0 (0) |
| 3 | 1 (5) | 1 (5) | -- | -- |
| 4 | 0 (0) | 1 (5) | -- | -- |
| 5 | 3 (15) | 1 (5) | -- | -- |
| 6 | 4 (20) | 1 (5) | -- | -- |
| 8 | 4 (20) | 0 (0) | 1 (2) | 0 (0) |
| 9 | 2 (10) | 1 (5) | -- | -- |
| 10 | -- | -- | 1 (2) | 0 (0) |
| 28 | -- | -- | 1 (2) | 0 (0) |
| 36 | -- | -- | 1 (2) | 0 (0) |
| 48 | -- | -- | 1 (2) | 0 (0) |
| Median months: | 5.50 | .27 | .08 | .00 |

(cont next page)

ITEM 30 (cont)

RESULTS FOR "TEACHING FIELD TRAINING":

| | <u>Drill instructor</u> | | <u>Committee member</u> | |
|-----|-------------------------|----------------|-------------------------|----------------|
| | <u>Males</u> | <u>Females</u> | <u>Males</u> | <u>Females</u> |
| N = | 21 | 12 | 43 | 20 |

Frequency/(percentage) distribution:

Response
(months)

| | | | | |
|----|--------|--------|---------|----------|
| 0 | 6 (29) | 4 (33) | 37 (86) | 20 (100) |
| 1 | 1 (5) | 0 (0) | -- | -- |
| 3 | 1 (5) | 1 (8) | -- | -- |
| 4 | 0 (0) | 1 (8) | -- | -- |
| 5 | 2 (10) | 1 (8) | -- | -- |
| 6 | 4 (19) | 2 (17) | -- | -- |
| 7 | 2 (10) | 0 (0) | -- | -- |
| 8 | 4 (19) | 0 (0) | 1 (2) | 0 (0) |
| 9 | 1 (5) | 3 (25) | -- | -- |
| 10 | -- | -- | 1 (2) | 0 (0) |
| 12 | -- | -- | 1 (2) | 0 (0) |
| 28 | -- | -- | 1 (2) | 0 (0) |
| 38 | -- | -- | 1 (2) | 0 (0) |
| 48 | -- | -- | 1 (2) | 0 (0) |

| | | | | |
|----------------|------|------|-----|-----|
| Median months: | 5.55 | 4.63 | .08 | .00 |
|----------------|------|------|-----|-----|

ANALYSIS:

None

SECTION A-2

ITEMS PERTAINING TO DIFFERENCES BETWEEN
MALE AND FEMALE RESPONDENTS

(ITEMS 31-42)

ITEM 31. On the average, how much more physical strength do men have than women? (Choose one.)

- A. 5 times more
- B. 4 times more
- C. 3 times more
- D. 2 times more
- E. 1 1/2 times more
- F. Somewhat more
- G. No difference

RESULTS FOR TRAINEES:

| | Pretest | | Posttest | |
|--------------------------|---------|---------|----------|---------|
| | Males | Females | Males | Females |
| N = | 745 | 688 | 743 | 689 |
| Percentage distribution: | | | | |
| <u>Scale</u> | | | | |
| A = 1 | 16 | 11 | 30 | 11 |
| B = 2 | 8 | 8 | 13 | 8 |
| C = 3 | 26 | 21 | 23 | 22 |
| D = 4 | 19 | 20 | 15 | 22 |
| E = 5 | 11 | 11 | 7 | 12 |
| F = 6 | 16 | 24 | 10 | 22 |
| G = 7 | 4 | 5 | 2 | 3 |
| Median rating: | 3.50 | 4.00 | 2.80 | 3.91 |

ANALYSIS FOR TRAINEES:

Pre vs. Post (Males): $T = 31,732.0, p < .001^*$

Pre vs. Post (Females): $T = 44,784.0, p = .07$

Males vs. Females (Pre): $H = 20.71, df = 1, p < .001^*$

Males vs. Females (Post): $H = 113.36, df = 1, p < .001^*$

(cont next page)

ITEM 31 (cont)

RESULTS FOR CADPE (male and female cadre combined):

| | Pretest | | Posttest | |
|--------------------------|-----------------------------|-------------------------------|-----------------------------|-------------------------------|
| | Cadre with male trainees | Cadre with female trainees | Cadre with male trainees | Cadre with female trainees |
| N = | 41 | 21 | 42 | 21 |
| Percentage distribution: | | | | |
| <u>Scale</u> | | | | |
| A = 1 | 15 | 0 | 12 | 14 |
| B = 2 | 5 | 10 | 7 | 5 |
| C = 3 | 19 | 38 | 31 | 29 |
| D = 4 | 22 | 9 | 24 | 14 |
| E = 5 | 15 | 14 | 10 | 5 |
| F = 6 | 22 | 29 | 14 | 33 |
| G = 7 | 2 | 0 | 2 | 0 |
| Median rating: | 4.00 | 3.72 | 3.50 | 3.64 |

ANALYSIS FOR CADPE (male and female cadre combined):

Pre vs. Post (Cadre with male trainees): $T = 166.5$, $p = .20$

Pre vs. Post (Cadre with female trainees): $T = 20.0$, $p = .22$

Cadre with male trainees vs.
cadre with female trainees (Pre): $H = .17$, $df = 1$, $p = .68$

Cadre with male trainees vs.
cadre with female trainees (Post): $H = .30$, $df = 1$, $p = .58$

Item 3: Do men or women have better physical coordination? (Choose one.)

- A. Men
- B. Women
- C. No difference

RESULTS FOR TRAINEES:

| | Pretest | | Posttest | |
|--------------------------|---------|---------|----------|---------|
| | Males | Females | Males | Females |
| N | 744 | 620 | 744 | 608 |
| Percentage distribution: | | | | |
| | Scale | | | |
| A (Men) = 1 | 40 | 23 | 60 | 29 |
| C (No difference) = 2 | 37 | 41 | 25 | 40 |
| B (Women) = 3 | 19 | 36 | 9 | 29 |
| Median ratings: | 1.55 | 2.16 | 1.70 | 2.00 |

ANALYSIS FOR TRAINEES:

Pre vs. Post (Males): $T = 13.678.5, p = .001^*$

Pre vs. Post (Females): $T = 24.332.5, p = .001^*$

Males vs. females (Pre): $n = 120.09, df = 1, p = .001^*$

Males vs. females (Post): $n = 202.50, df = 1, p = .001^*$

(cont next page)

ITEM 3. (cont)

RESULTS FOR CADRE (male and female cadre combined):

| | Pretest | | Posttest | |
|--------------------------|-----------------------------------|-------------------------------------|-----------------------------------|-------------------------------------|
| | Cadre with male trainees | Cadre with female trainees | Cadre with male trainees | Cadre with female trainees |
| n = | 42 | 21 | 42 | 21 |
| Percentage distribution: | | | | |
| | Scale | | | |
| A (den) | * 1 | 40 | 29 | 55 |
| C (no difference) | * 2 | 33 | 43 | 38 |
| I (women) | * 3 | 26 | 28 | 24 |
| Median rating: | 1.80 | 1.99 | 1.41 | 1.82 |

ANALYSIS FOR CADRE (male and female cadre combined):

Pre vs. Post (Cadre with male trainees): $T = 49.0$, $p = .06$

Pre vs. Post (Cadre with female trainees): $T = 16.5$, $p = .124$

Cadre with male trainees vs.

cadre with female trainees (Pre): $n = .49$, $df = 1$, $p = .49$

Cadre with male trainees vs.

cadre with female trainees (Post): $H = 1.20$, $df = 1$, $p = .27$

ITEM 33. On jobs having heavy physical workloads (like furniture moving or construction work), who performs best and can work longer, men or women? (Choose one.)

- A. Men
- B. Women
- C. No difference

RESULTS FOR TRAINEES:

| | Pretest | | Posttest | |
|-----|---------|---------|----------|---------|
| | Males | Females | Males | Females |
| N = | 745 | 690 | 743 | 688 |

Percentage distribution:

| Scale | | | | | |
|-------------------|-----|----|----|----|----|
| A (Men) | = 1 | 88 | 77 | 92 | 81 |
| C (No Difference) | = 2 | 10 | 20 | 6 | 16 |
| B (Women) | = 3 | 2 | 3 | 2 | 3 |

| | | | | |
|----------------|------|------|------|------|
| Median rating: | 1.07 | 1.15 | 1.04 | 1.12 |
|----------------|------|------|------|------|

ANALYSIS FOR TRAINEES:

Pre vs. Post (Males): $T = 1,760.5, p < .01^*$

Pre vs. Post (Females): $T = 6,884.0, p = .09$

Males vs. Females (Pre): $H = 27.03, df = 1, p < .001^*$

Males vs. Females (Post): $H = 36.19, df = 1, p < .001^*$

(cont next page)

ITEM 33 (cont)

RESULTS FOR CADRE (male and female cadre combined):

| | Pretest | | Posttest | |
|--------------------------|-----------------------------------|-------------------------------------|-----------------------------------|-------------------------------------|
| | Cadre with male trainees | Cadre with female trainees | Cadre with male trainees | Cadre with female trainees |
| n * | 42 | 21 | 42 | 21 |
| Percentage distribution: | | | | |
| | Scale | | | |
| A (Men) * 1 | 79 | 76 | 86 | 90 |
| C (No difference) * 2 | 14 | 14 | 2 | 10 |
| B (Women) * 3 | 7 | 10 | 12 | 0 |
| Median ratings: | 1.15 | 1.16 | 1.08 | 1.06 |

ANALYSIS FOR CADRE (male and female cadre combined):

Pre vs. Post (Cadre with male trainees): $T = 17.0$, $p = .44$

Pre vs. Post (Cadre with female trainees): $T = 0.0$, $p = .05^*$

Cadre with male trainees vs:

Cadre with female trainees (Pre): $t = .05$, $df = 1$, $p = .80$

Cadre with male trainees vs:

Cadre with female trainees (Post): $t = .43$, $df = 1$, $p = .51$

ITEM 34. On jobs having medium physical workloads (like assembly line work), who performs best and can work longer, men or women?
(Choose one.)

- A. Men
- B. Women
- C. No difference

RESULTS FOR TRAINEES:

| | Pretest | | Posttest | |
|--------------------------|---------|---------|----------|---------|
| | Males | Females | Males | Females |
| N = | 744 | 690 | 743 | 689 |
| Percentage distribution: | | | | |
| <u>Scale</u> | | | | |
| A (Men) = 1 | 27 | 7 | 34 | 11 |
| C (No difference) = 2 | 49 | 53 | 42 | 53 |
| B (women) = 3 | 29 | 40 | 24 | 36 |
| Median rating: | 2.07 | 2.31 | 1.88 | 2.24 |

ANALYSIS FOR TRAINEES:

Pre vs. Post (Males): $T = 24,042.0$, $p < .001^*$

Pre vs. Post (Females): $T = 13,930.5$, $p < .01^*$

Males vs. Females (Pre): $H = 46.28$, $df = 1$, $p < .001^*$

Males vs. Females (Post): $H = 73.01$, $df = 1$, $p < .001^*$

(cont next page)

ITE 134 (cont)

RESULTS FOR CADRE (male and female cadre combined).

| | Pretest | | Posttest | |
|--------------------------|--------------------------|----------------------------|--------------------------|----------------------------|
| | Cadre with male trainees | Cadre with female trainees | Cadre with male trainees | Cadre with female trainees |
| N = | 41 | 21 | 41 | 21 |
| Percentage distribution. | | | | |
| | Scale | | | |
| A (Men) * 1 | 14 | 14 | 31 | 10 |
| C (No difference) * 2 | 33 | 5 | 42 | 57 |
| D (Women) * 3 | 48 | 53 | 26 | 33 |
| Median ratings | 2.44 | 1.19 | 1.94 | 2.70 |

ANALYSIS FOR CADRE (male and female cadre combined).

Pre vs. Post (Cadre with male trainees): $T = 34.5$, $p = .007$

Pre vs. Post (Cadre with female trainees): $T = 9.0$, $p = .38$

Cadre with male trainees vs.

Cadre with female trainees (Pre): $n = 14$, $df = 1$, $p = .53$

Cadre with male trainees vs.

Cadre with female trainees (Post): $n = 20$, $df = 1$, $p = .15$

ITEM 35. On jobs having light physical workloads (like office work).
 (ABCD) who performs best and can work longer, men or women?
 (Choose one.)

- A. Men
- B. Women
- C. No difference

RESULTS FOR TRAINEES:

| | Pretest | | Posttest | |
|--------------------------|---------|---------|----------|---------|
| | Males | Females | Males | Females |
| N = | 744 | 689 | 743 | 686 |
| Percentage distribution: | | | | |
| | Scale | | | |
| A (Men) = 1 | 8 | 2 | 12 | 3 |
| C (No difference) = 2 | 45 | 54 | 43 | 51 |
| B (Women) = 3 | 47 | 44 | 45 | 46 |
| Median rating: | 2.43 | 2.39 | 2.38 | 2.42 |

ANALYSIS FOR TRAINEES:

Pre vs. Post (Males): $T = 22,920.5$, $p = .01^*$

Pre vs. Post (Females): $T = 12,897.0$, $p = .39$

Males vs. Females (Pre): $H = 0.04$, $df = 1$, $p = .47$

Males vs. Females (Post): $H = 5.24$, $df = 1$, $p = .02^*$

(cont next page)

ITEM 35 (cont)

RESULTS FOR CADRE (male and female cadre combined):

| | Pretest | | Posttest | |
|-----|--------------------------|----------------------------|--------------------------|----------------------------|
| | Cadre with male trainees | Cadre with female trainees | Cadre with male trainees | Cadre with female trainees |
| N = | 42 | 21 | 42 | 21 |

Percentage distribution:

| | | Scale | | | |
|-------------------|-----|-------|------|------|------|
| | | 1 | 2 | 3 | 4 |
| A (Men) | = 1 | 10 | 0 | 10 | 5 |
| C (No difference) | = 2 | 47 | 48 | 55 | 62 |
| B (Women) | = 3 | 45 | 52 | 36 | 33 |
| Median rating: | | 1.35 | 2.54 | 2.23 | 2.23 |

ANALYSIS FOR CADRE (male and female cadre combined):

Pre vs. Post (Cadre with male trainees): $T = 24.0$, $p = .21$

Pre vs. Post (Cadre with female trainees): $T = 4.0$, $p = .05^*$

Cadre with male trainees vs.
cadre with female trainees (Pre): $H = 1.03$, $df = 1$, $p = .31$

Cadre with male trainees vs.
cadre with female trainees (Post): $H = .00$, $df = 1$, $p = .95$

ITEM 36. On the average who are smarter, men or women? (Choose one.)
[ABCD]

- A. Men
- B. Women
- C. No difference

RESULTS FOR TRAINEES:

| | Pretest | | Posttest | |
|--------------------------|---------|---------|----------|---------|
| | Males | Females | Males | Females |
| n = | 744 | 689 | 742 | 688 |
| Percentage distribution: | | | | |
| | Scale | | | |
| A (Men) = 1 | 15 | 2 | 21 | 2 |
| C (No difference) = 2 | 53 | 39 | 52 | 35 |
| B (Women) = 3 | 32 | 59 | 27 | 63 |
| Median rating: | 2.16 | 2.65 | 2.06 | 2.71 |

ANALYSIS FOR TRAINEES:

Pre vs. Post (Males): $T = 14,406.0$, $p < .001^*$

Pre vs. Post (Females): $T = 9,544.5$, $p = .03$

Males vs. Females (Pre): $H = 137.34$, $df = 1$, $p < .001^*$

Males vs. Females (Post): $H = 233.02$, $df = 1$, $p < .001^*$

(cont next page)

ITEM 36 (cont)

RESULTS FOR CADRE (male and female cadre combined):

| | Pretest | | Posttest | |
|--------------------------|--------------------------|----------------------------|--------------------------|----------------------------|
| | Cadre with male trainees | Cadre with female trainees | Cadre with male trainees | Cadre with female trainees |
| N = | 47 | 21 | 47 | 21 |
| Percentage distribution: | | | | |
| | Scale | | | |
| A (Men) = 1 | 31 | 0 | 17 | 10 |
| C (No difference) = 2 | 36 | 43 | 45 | 19 |
| E (Women) = 3 | 50 | 57 | 38 | 71 |
| Median rating. | 2.50 | 2.67 | 2.23 | 2.30 |

ANALYSIS FOR CADRE (male and female cadre combined):

Pre vs. Post (cadre with male trainees): $\chi^2 = 45.0$, $p = .09$

Pre vs. Post (cadre with female trainees): $\chi^2 = 9.0$, $p = .36$

Cadre with male trainees vs.

cadre with female trainees (Pre): $u = .76$, $df = 1$, $p = .38$

Cadre with male trainees vs.

cadre with female trainees (Post): $W = 5.17$, $df = 1$, $p = .02^*$

ITEM 37. Who are more aggressive, men or women? (Choose one.)
 LABCD-

- A. Men
- B. Women
- C. No difference

RESULTS FOR TRAINEES:

| | Pretest | | Posttest | |
|--------------------------|---------|---------|----------|---------|
| | Males | Females | Males | Females |
| N = | 745 | 688 | 743 | 687 |
| Percentage distribution: | | | | |
| | Scale | | | |
| A (Men) = 1 | 54 | 33 | 63 | 36 |
| C (No difference) = 2 | 31 | 41 | 27 | 36 |
| B (Women) = 3 | 15 | 26 | 10 | 28 |
| Median rating: | 1.43 | 1.91 | 1.29 | 1.89 |

ANALYSIS FOR TRAINEES:

Pre vs. Post (Males): 12,856.0, $p < .001^*$

Pre vs. Post (Females): 19,794.5, $p = .50$

Males vs. Females (Pre): $H = 64.88$, $df = 1$, $p < .001^*$

Males vs. Females (Post): $H = 125.36$, $df = 1$, $p < .001^*$

(cont next page)

ITEM 37 (cont)

RESULTS FOR CADRE (male and female cadre combined):

| | Pretest | | Posttest | |
|--------------------------|-----------------------------------|-------------------------------------|-----------------------------------|-------------------------------------|
| | Cadre with male trainees | Cadre with female trainees | Cadre with male trainees | Cadre with female trainees |
| N = | 42 | 21 | 42 | 21 |
| Percentage distribution: | | | | |
| | Scale | | | |
| A (Men) = 1 | 57 | 57 | 64 | 62 |
| C (No difference) = 2 | 26 | 29 | 21 | 24 |
| B (Women) = 3 | 17 | 14 | 14 | 14 |
| Median ratings: | 1.38 | 1.38 | 1.28 | 1.31 |

ANALYSIS FOR CADRE (male and female cadre combined):

Pre vs. Post (Cadre with male trainees). $T = 33.5$, $p = .20$

Pre vs. Post (Cadre with female trainees): $T = 12.5$, $p = .40$

Cadre with male trainees vs.

cadre with female trainees (Pre): $H = .01$, $df = 1$, $p = .94$

Cadre with male trainees vs.

cadre with female trainees (Post): $H = .02$, $df = 1$, $p = .88$

ITEM 38. Who can best endure hard living conditions (like living outdoors or in the field with little food, water, and shelter) men or women? (Choose one.)

- A. Men
- B. Women
- C. No difference

RESULTS FOR TRAINEES:

| | Pretest | | Posttest | |
|--------------------------|---------|---------|----------|---------|
| | Males | Females | Males | Females |
| N = | 745 | 689 | 743 | 687 |
| Percentage distribution: | | | | |
| | Scale | | | |
| A (Men) = 1 | 75 | 46 | 83 | 52 |
| C (No difference) = 2 | 22 | 47 | 14 | 40 |
| B (Women) = 3 | 3 | 7 | 3 | 8 |
| Median rating: | 1.17 | 1.59 | 1.10 | 1.46 |

ANALYSIS FOR TRAINEES:

Pre vs. Post (Males): $T = 6,779.0, p < .001^*$

Pre vs. Post (Females): $T = 11,410.0, p = .04^*$

Males vs. Females (Pre): $H = 122.18, df = 1, p < .001^*$

Males vs. Females (Post): $H = 153.99, df = 1, p < .001^*$

(cont next page)

ITEM 38 (cont)

RESULTS FOR CADRE (male and female cadre combined):

| | Pretest | | Posttest | |
|--------------------------|-----------------------------------|-------------------------------------|-----------------------------------|-------------------------------------|
| | Cadre with male trainees | Cadre with female trainees | Cadre with male trainees | Cadre with female trainees |
| N = | 42 | 21 | 42 | 21 |
| Percentage distribution: | | | | |
| | Scale | | | |
| A (Men) = 1 | 64 | 71 | 79 | 67 |
| C (No difference) = 2 | 33 | 24 | 14 | 33 |
| B (Women) = 3 | 2 | 5 | 7 | 0 |
| Median ratings: | 1.28 | 1.20 | 1.13 | 1.25 |

ANALYSIS FOR CADRE (male and female cadre combined):

Pre vs. Post (Cadre with male trainees): $T = 45.0, p = .20$

Pre vs. Post (Cadre with female trainees): $T = 10.5, p = .50$

Cadre with male trainees vs.
cadre with female trainees (Pre): $H = .23, df = 1, p = .63$

Cadre with male trainees vs.
cadre with female trainees (Post): $H = .65, df = 1, p = .42$

ITEM 39. Who can best endure physical threats and danger (like being shot at), men or women? (Choose one.)

- A. Men
- B. Women
- C. No difference

RESULTS FOR TRAINEES:

| | Pretest | | Posttest | |
|--------------------------|---------|---------|----------|---------|
| | Males | Females | Males | Females |
| N = | 745 | 689 | 742 | 688 |
| Percentage distribution: | | | | |
| | Scale | | | |
| A (Men) = 1 | 75 | 56 | 81 | 54 |
| C (No difference) = 2 | 22 | 40 | 16 | 40 |
| B (Women) = 3 | 3 | 4 | 3 | 6 |
| Median rating: | 1.17 | 1.39 | 1.12 | 1.43 |

ANALYSIS FOR TRAINEES:

Pre vs. Post (Males): $T = 7,919.5$, $p = .01^*$

Pre vs. Post (Females): $T = 13,753.5$, $p = .06$

Males vs. Females (Pre): $H = 56.44$, $df = 1$, $p = .001^*$

Males vs. Females (Post): $H = 118.97$, $df = 1$, $p = .001^*$

(cont next page)

ITEM 39 (cont)

RESULTS FOR CADRE (male and female cadre combined):

| | Pretest | | Posttest | |
|--------------------------|-----------------------------------|-------------------------------------|-----------------------------------|-------------------------------------|
| | Cadre with male trainees | Cadre with female trainees | Cadre with male trainees | Cadre with female trainees |
| N = | 42 | 21 | 42 | 21 |
| Percentage distribution: | | | | |
| | Scale | | | |
| A (Men) = 1 | 69 | 62 | 71 | 71 |
| C (No difference) = 2 | 29 | 33 | 24 | 29 |
| B (Women) = 3 | 2 | 5 | 5 | 0 |
| Median rating: | 1.22 | 1.31 | 1.20 | 1.20 |

ANALYSIS FOR CADRE (male and female cadre combined):

Pre vs. Post (Cadre with male trainees): $T = 22.0$, $p = .46$

Pre vs. Post (Cadre with female trainees): $T = 8.0$, $p = .16$

Cadre with male trainees vs.
cadre with female trainees (Pre): $H = .36$, $df = 1$, $p = .55$

Cadre with male trainees vs.
cadre with female trainees (Post): $H = .01$, $df = 1$, $p = .91$

ITEM 40. Who are more willing to risk their lives for their friends and
[ABCD] companions, men or women? (Choose one.)

- A. Men
- B. Women
- C. No difference

RESULTS FOR TRAINEES:

| | Pretest | | Posttest | |
|--------------------------|---------|---------|----------|---------|
| | Males | Females | Males | Females |
| N = | 742 | 689 | 740 | 688 |
| Percentage distribution: | | | | |
| | Scale | | | |
| A (Men) = 1 | 46 | 21 | 50 | 25 |
| C (No difference) = 2 | 47 | 65 | 42 | 62 |
| B (Women) = 3 | 7 | 14 | 8 | 13 |
| Median rating: | 1.59 | 1.95 | 1.50 | 1.90 |

ANALYSIS FOR TRAINEES:

Pre vs. Post (Males): $T = 17.981.5$, $p = .15$

Pre vs. Post (Females): $T = 10,175.0$, $p = .07$

Males vs. Females (Pre): $H = 88.91$, $df = 1$, $p < .001^*$

Males vs. Females (Post): $H = 82.99$, $df = 1$, $p < .001^*$

(cont next page)

ITEM 40 (cont)

RESULTS FOR CADRE (male and female cadre combined):

| | Pretest | | Posttest | |
|--------------------------|-----------------------------------|-------------------------------------|-----------------------------------|-------------------------------------|
| | Cadre with male trainees | Cadre with female trainees | Cadre with male trainees | Cadre with female trainees |
| N = | 42 | 21 | 42 | 21 |
| Percentage distribution: | | | | |
| | Scale | | | |
| A (Men) = 1 | 40 | 24 | 45 | 33 |
| C (No difference) = 2 | 55 | 71 | 43 | 62 |
| B (Women) = 3 | 5 | 5 | 12 | 5 |
| Median rating: | 1.68 | 1.87 | 1.62 | 1.77 |

ANALYSIS FOR CADRE (male and female cadre combined):

Pre vs. Post (Cadre with male trainees): $T = 71.5$, $p = .41$

Pre vs. Post (Cadre with female trainees): $T = 13.5$, $p = .26$

Cadre with male trainees vs.
cadre with female trainees (Pre): $H = 1.41$, $df = 1$, $p = .24$

Cadre with male trainees vs.
cadre with female trainees (Post): $H = .22$, $df = 1$, $p = .64$

ITEM 41. Who performs best under mental stress (like getting lost in a
[ABCD] strange place and finding a way out), men or women? (Choose one.)

- A. Men
- B. Women
- C. No difference

RESULTS FOR TRAINEES:

| | Pretest | | Posttest | |
|--------------------------|---------|---------|----------|---------|
| | Males | Females | Males | Females |
| N = | 743 | 690 | 741 | 687 |
| Percentage distribution: | | | | |
| | Scale | | | |
| A (Men) = 1 | 57 | 33 | 70 | 30 |
| C (No difference) = 2 | 34 | 48 | 24 | 52 |
| B (Women) = 3 | 9 | 19 | 5 | 18 |
| Median rating: | 1.53 | 2.06 | 1.21 | 1.88 |

ANALYSIS FOR TRAINEES:

Pre vs. Post (Males): $T = 11,856.0$, $p < .001^*$

Pre vs. Post (Females): $T = 18,208.0$, $p = .35$

Males vs. Females (Pre): $H = 88.93$, $df = 1$, $p < .001^*$

Males vs. Females (Post): $H = 231.28$, $df = 1$, $p < .001^*$

(cont next page)

ITEM 41 (cont)

RESULTS FOR CADRE (male and female cadre combined):

| | Pretest | | Posttest | |
|--------------------------|--------------------------|----------------------------|--------------------------|----------------------------|
| | Cadre with male trainees | Cadre with female trainees | Cadre with male trainees | Cadre with female trainees |
| N = | 42 | 21 | 42 | 21 |
| Percentage distribution: | | | | |
| | Scale | | | |
| A (Men) = 1 | 57 | 38 | 59 | 62 |
| C (No difference) = 2 | 24 | 52 | 29 | 38 |
| B (Women) = 3 | 19 | 10 | 12 | 0 |
| Median rating: | 1.38 | 1.73 | 1.35 | 1.31 |

ANALYSIS FOR CADRE (male and female cadre combined):

Pre vs. Post (Cadre with male trainees): $T = 45.0, p = .20$

Pre vs. Post (Cadre with female trainees): $T = 4.0, p = .03^*$

Cadre with male trainees vs.
cadre with female trainees (Pre): $H = .64, df = 1, p = .42$

Cadre with male trainees vs.
cadre with female trainees (Post): $H = .22, df = 1, p = .64$

ITEM 42. Who are better team players and work better in groups, men or women? (Choose one.)

- A. Men
- B. Women
- C. No difference

RESULTS FOR TRAINEES:

| | Pretest | | Posttest | |
|--------------------------|---------|---------|----------|---------|
| | Males | Females | Males | Females |
| N = | 740 | 689 | 742 | 687 |
| Percentage distribution: | | | | |
| | Scale | | | |
| A (Men) = 1 | 30 | 26 | 34 | 34 |
| C (No difference) = 2 | 52 | 54 | 51 | 49 |
| B (Women) = 3 | 18 | 20 | 15 | 17 |
| Median rating: | 1.88 | 1.94 | 1.81 | 1.83 |

ANALYSIS FOR TRAINEES:

Pre vs. Post (Males): $T = 19,672.5$, $p = .02^*$

Pre vs. Post (Females): $T = 19,615.0$, $p < .001^*$

Males vs. Females (Pre): $H = 2.85$, $df = 1$, $p = .09$

Males vs. Females (Post): $H = .17$, $df = 1$, $p = .68$

(cont next page)

ITEM 42 (cont)

RESULTS FOR CADRE (male and female cadre combined):

| | Pretest | | Posttest | |
|--------------------------|-----------------------------------|-------------------------------------|-----------------------------------|-------------------------------------|
| | Cadre with male trainees | Cadre with female trainees | Cadre with male trainees | Cadre with female trainees |
| N = | 42 | 21 | 42 | 21 |
| Percentage distribution: | | | | |
| | Scale | | | |
| A (Men) = 1 | 50 | 14 | 40 | 57 |
| C (No difference) = 2 | 29 | 38 | 31 | 38 |
| B (Women) = 3 | 21 | 48 | 29 | 5 |
| Median rating: | 1.50 | 2.45 | 1.82 | 1.38 |

ANALYSIS FOR CADRE (male and female cadre combined):

Pre vs. Post (Cadre with male trainees): $T = 55.5$, $p = .16$

Pre vs. Post (Cadre with female trainees): $T = 5.5$, $p = .001^*$

Cadre with male trainees vs.
cadre with female trainees (Pre): $H = 7.91$, $df = 1$, $p < .01^*$

Cadre with male trainees vs.
cadre with female trainees (Post): $H = 3.28$, $df = 1$, $p = .07$

SECTION A-3

ITEMS PERTAINING TO TRAINEES' IDEAS
ABOUT THE ARMY

(ITEMS 43-46)

ITEM 43. How easy or hard do you think Army life will be? (Choose one.)
[AB]

- A. Very easy
- B. Easy
- C. Borderline
- D. Hard
- E. Very hard

RESULTS:

| | Pretest | | Posttest | |
|--------------------------|---------|---------|----------|---------|
| | Males | Females | Males | Females |
| N = | 745 | 690 | 744 | 690 |
| Percentage distribution: | | | | |
| <u>Scale</u> | | | | |
| A = 1 | 3 | 4 | 5 | 4 |
| B = 2 | 24 | 20 | 30 | 28 |
| C = 3 | 44 | 49 | 50 | 53 |
| D = 4 | 23 | 20 | 13 | 13 |
| E = 5 | 6 | 7 | 2 | 2 |
| Median rating: | 3.02 | 3.03 | 2.80 | 2.84 |

ANALYSIS:

Pre vs. Post (Males): $T = 24,981.0, p < .001^*$

Pre vs. Post (Females): $T = 20,272.5, p < .001^*$

Males vs. Females (Pre): $H = .03, df = 1, p = .85$

Males vs. Females (Post): $H = .85, df = 1, p = .36$

ITEM 44. How sure are you that you will do well in the Army? (Choose one.)

[AB]

- A. Very sure to do well
- B. Fairly sure to do well
- C. May or may not do well
- D. Fairly sure not to do well
- E. Very sure not to do well

RESULTS:

| | Pretest | | Posttest | |
|--------------------------|---------|---------|----------|---------|
| | Males | Females | Males | Females |
| N = | 745 | 690 | 742 | 688 |
| Percentage distribution: | | | | |
| <u>Scale</u> | | | | |
| A = 1 | 50 | 38 | 55 | 45 |
| B = 2 | 40 | 48 | 37 | 44 |
| C = 3 | 8 | 12 | 7 | 10 |
| D = 4 | 1 | 1 | 1 | 1 |
| E = 5 | 1 | 1 | 0 | 0 |
| Median rating: | 1.50 | 1.75 | 1.41 | 1.61 |

ANALYSIS:

Pre vs. Post (Males): $T = 16,711.0, p < .01^*$

Pre vs. Post (Females): $T = 19,036.0, p < .01^*$

Males vs. Females (Pre): $H = 20.76, df = 1, p < .001^*$

Males vs. Females (Post): $H = 16.80, df = 1, p < .001^*$

ITEM 45. How easy or hard do you expect to be treated by your sergeants?
 [AB] (Choose one.)

- A. Extremely hard
- B. Very hard
- C. Hard
- D. Borderline
- E. Easy
- F. Very easy
- G. Extremely easy

RESULTS:

| | Pretest | | Posttest | |
|--------------------------|---------|---------|----------|---------|
| | Males | Females | Males | Females |
| N = | 745 | 690 | 742 | 689 |
| Percentage distribution: | | | | |
| <u>Scale</u> | | | | |
| A = 1 | 26 | 18 | 8 | 4 |
| B = 2 | 30 | 26 | 11 | 9 |
| C = 3 | 30 | 35 | 40 | 38 |
| D = 4 | 12 | 20 | 34 | 43 |
| E = 5 | 1 | 1 | 6 | 5 |
| F = 6 | 1 | 0 | 0 | 0 |
| G = 7 | 0 | 0 | 1 | 1 |
| Median rating: | 2.30 | 2.67 | 3.27 | 3.47 |

ANALYSIS:

Pre vs. Post (Males): $T = 17,428.0, p < .001^*$

Pre vs. Post (Females): $T = 15,938.5, p < .001^*$

Males vs. Females (Pre): $H = 26.53, df = 1, p < .001^*$

Males vs. Females (Post): $H = 10.08, df = 1, p < .002^*$

ITEM 46. How easy or hard do you expect to be treated by your officers?
 [AB] (Choose one.)

- A. Extremely hard
- B. Very hard
- C. Hard
- D. Borderline
- E. Easy
- F. Very easy
- G. Extremely easy

RESULTS:

| | Pretest | | Posttest | |
|--------------------------|---------|---------|----------|---------|
| | Males | Females | Males | Females |
| N = | 743 | 688 | 743 | 688 |
| Percentage distribution: | | | | |
| <u>Scale</u> | | | | |
| A = 1 | 18 | 15 | 7 | 4 |
| B = 2 | 21 | 18 | 10 | 11 |
| C = 3 | 30 | 32 | 32 | 37 |
| D = 4 | 26 | 33 | 40 | 42 |
| E = 5 | 4 | 2 | 9 | 5 |
| F = 6 | 0 | 0 | 1 | 1 |
| G = 7 | 1 | 0 | 1 | 0 |
| Median rating: | 2.87 | 3.03 | 3.52 | 3.45 |

ANALYSIS:

Pre vs. Post (Males): $T = 29,895.5$, $p < .001^*$

Pre vs. Post (Females): $T = 22,442.5$, $p < .001^*$

Males vs. Females (Pre): $H = 4.51$, $df = 1$, $p = .03^*$

Males vs. Females (Post): $H = 1.04$, $df = 1$, $p = .31$

SECTION A-4

ITEMS PERTAINING TO FEMALE PROBLEMS

(ITEMS 47-50)

ITEM 47. When women soldiers are having their menstrual period, what rules [ABCD] should be used in excusing them from hard physical training, field training and heavy work? (Choose one.)

- A. Excuse all women
- B. Only those who feel sick, have cramps, or are under the weather
- C. Only those who must take medication
- D. No one should be excused no matter how bad they feel

RESULTS FOR TRAINEES:

| | <u>Pretest</u> | | <u>Posttest</u> | |
|--------------------------|----------------|----------------|-----------------|----------------|
| | <u>Males</u> | <u>Females</u> | <u>Males</u> | <u>Females</u> |
| N = | 742 | 687 | 731 | 685 |
| Percentage distribution: | | | | |
| <u>Scale</u> | | | | |
| A = 1 | 14 | 4 | 14 | 3 |
| B = 2 | 63 | 64 | 61 | 54 |
| C = 3 | 16 | 22 | 18 | 32 |
| D = 4 | 8 | 10 | 7 | 11 |
| Median rating: | 2.07 | 2.22 | 2.09 | 2.37 |

ANALYSIS FOR TRAINEES:

Pre vs. Post (Males): $T = 12,600.0$, $p = .09$

Pre vs. Post (Females): $T = 6,367.5$, $p < .001^*$

Males vs. Females (Pre): $H = 30.63$, $df = 1$, $p < .001^*$

Males vs. Females (Post): $H = 73.12$, $df = 1$, $p < .001^*$

(cont next page)

ITEM 47 (cont)

RESULTS FOR CADRE (male and female cadre combined):

| | Pretest | | Posttest | |
|--------------------------|-----------------------------|-------------------------------|-----------------------------|-------------------------------|
| | Cadre with male trainees | Cadre with female trainees | Cadre with male trainees | Cadre with female trainees |
| N = | 42 | 20 | 42 | 21 |
| Percentage distribution: | | | | |
| <u>Scale</u> | | | | |
| A = 1 | 0 | 5 | 2 | 0 |
| B = 2 | 24 | 30 | 12 | 19 |
| C = 3 | 40 | 45 | 40 | 33 |
| D = 4 | 36 | 20 | 45 | 48 |
| Median rating: | 3.15 | 2.83 | 3.40 | 3.44 |

ANALYSIS FOR CADRE (male and female cadre combined):

Pre vs. Post (Cadre with male trainees): $T = 58.0, p = .12$

Pre vs. Post (Cadre with female trainees): $T = 10.0, p = .01^*$

Cadre with male trainees vs.
cadre with female trainees (Pre): $H = 2.72, df = 1, p = .10$

Cadre with male trainees vs.
cadre with female trainees (Post): $H = 0.00, df = 1, p = .90$

ITEM 48. How much physical work should women soldiers be expected to do when
[ABCD] they are having their menstrual period? (Choose one.)

- A. None
- B. Light physical work only
- C. Normal physical work
- D. Medium physical work including some lifting
- E. Heavy physical work and physical training

RESULTS FOR TRAINEES:

| | Pretest | | Posttest | |
|--------------------------|---------|---------|----------|---------|
| | Males | Females | Males | Females |
| N = | 741 | 688 | 731 | 688 |
| Percentage distribution: | | | | |
| Scale | | | | |
| A = 1 | 7 | 1 | 10 | 3 |
| B = 2 | 40 | 16 | 45 | 19 |
| C = 3 | 38 | 54 | 34 | 57 |
| D = 4 | 12 | 23 | 9 | 15 |
| E = 5 | 3 | 6 | 2 | 6 |
| Median rating: | 2.58 | 3.11 | 2.39 | 2.99 |

ANALYSIS FOR TRAINEES:

Pre vs. Post (Males): $T = 10,882.0$, $p < .001^*$

Pre vs. Post (Females): $T = 2,659.0$, $p = .15$

Males vs. Females (Pre): $H = 124.52$, $df = 1$, $p < .001^*$

Males vs. Females (Post): $H = 153.54$, $df = 1$, $p < .001^*$

(cont next page)

ITEM 43 (cont)

RESULTS FOR CADRE (male and female cadre combined):

| | Pretest | | Posttest | |
|--------------------------|-----------------------------|-------------------------------|-----------------------------|-------------------------------|
| | Cadre with male trainees | Cadre with female trainees | Cadre with male trainees | Cadre with female trainees |
| N = | 42 | 20 | 42 | 21 |
| Percentage distribution: | | | | |
| <u>Scale</u> | | | | |
| A = 1 | 2 | 0 | 0 | 5 |
| B = 2 | 5 | 5 | 12 | 5 |
| C = 3 | 67 | 65 | 64 | 38 |
| D = 4 | 17 | 15 | 12 | 28 |
| E = 5 | 10 | 15 | 12 | 24 |
| Median rating: | 3.14 | 3.19 | 3.09 | 3.57 |

ANALYSIS FOR CADRE (male and female cadre combined):

Pre vs. Post (Cadre with male trainees): $T = 94.5$, $p = .49$

Pre vs. Post (Cadre with female trainees): $T = 16.0$, $p = .22$

Cadre with male trainees vs.
cadre with female trainees (Pre): $H = .01$, $df = 1$, $p = .93$

Cadre with male trainees vs.
cadre with female trainees (Post): $H = 3.38$, $df = 1$, $p = .07$

ITEM 49. Should women soldiers be given jobs that they might perform poorly
[ABCD] or not at all when they are menstruating? (Choose one.)

- A. Yes
B. No

RESULTS FOR TRAINEES:

| | Pretest | | Posttest | |
|--------------------------|---------|---------|----------|---------|
| | Males | Females | Males | Females |
| N = | 740 | 688 | 737 | 664 |
| Percentage distribution: | | | | |
| <u>Response</u> | | | | |
| A = Yes | 21 | 23 | 15 | 25 |
| B = No | 79 | 77 | 85 | 75 |

ANALYSIS FOR TRAINEES:

Pre vs. Post (Males): $\chi^2 = 10.24$, $df = 1$, $p < .01^*$

Pre vs. Post (Females): $\chi^2 = 1.08$, $df = 1$, $p = .30$

Males vs. Females (Pre): $\chi^2 = .29$, $df = 1$, $p = .59$

Males vs. Females (Post): $\chi^2 = 20.80$, $df = 1$, $p < .001^*$

RESULTS FOR CADRE (male and female cadre combined):

| | Pretest | | Posttest | |
|--------------------------|-----------------------------|-------------------------------|-----------------------------|-------------------------------|
| | Cadre with male trainees | Cadre with female trainees | Cadre with male trainees | Cadre with female trainees |
| N = | 42 | 20 | 42 | 21 |
| Percentage distribution: | | | | |
| <u>Response</u> | | | | |
| A = Yes | 55 | 50 | 50 | 48 |
| B = No | 45 | 50 | 50 | 52 |

(cont next page)

ITEM 49 (cont)

ANALYSIS FOR CADRE (male and female cadre combined):

Pre vs. Post (Cadre with male trainees): $\chi^2 = .07$, $df = 1$, $p = .77$

Pre vs. Post (Cadre with female trainees): $\chi^2 = .00$, $df = 1$, $p = .99$

Cadre with male trainees vs.
cadre with female trainees (Pre): $\chi^2 = .12$, $df = 1$, $p = .73$

Cadre with male trainees vs.
cadre with female trainees (Post): $\chi^2 = .03$, $df = 1$, $p = .86$

ITEM 50. If women soldiers become pregnant and are unable to do their job,
[ABCD] should they be removed from their job and replaced by another soldier?
(Choose one.)

- A. Yes
B. No

RESULTS FOR TRAINEES:

| | Pretest | | Posttest | |
|--------------------------|---------|---------|----------|---------|
| | Males | Females | Males | Females |
| N = | 742 | 687 | 740 | 685 |
| Percentage distribution: | | | | |
| <u>Response</u> | | | | |
| A = Yes | 78 | 75 | 80 | 74 |
| B = No | 22 | 25 | 20 | 26 |

ANALYSIS FOR TRAINEES:

Pre vs. Post (Males): $\chi^2 = .64$, $df = 1$, $p = .75$
 Pre vs. Post (Females): $\chi^2 = .21$, $df = 1$, $p = .63$
 Males vs. Females (Pre): $\chi^2 = 2.04$, $df = 1$, $p = .15$
 Males vs. Females (Post): $\chi^2 = 5.93$, $df = 1$, $p = .02^*$

RESULTS FOR CADRE (male and female cadre combined):

| | Pretest | | Posttest | |
|--------------------------|-----------------------------|-------------------------------|-----------------------------|-------------------------------|
| | Cadre with male trainees | Cadre with female trainees | Cadre with male trainees | Cadre with female trainees |
| N = | 42 | 20 | 41 | 21 |
| Percentage distribution: | | | | |
| <u>Response</u> | | | | |
| A = Yes | 79 | 85 | 76 | 81 |
| B = No | 21 | 15 | 24 | 19 |

(cont next page)

ITEM 50 (cont)

ANALYSIS FOR CADRE (male and female cadre combined):

Pre vs. Post (Cadre with male trainees): $\chi^2 = .13$, $df = 1$, $p = .74$

Pre vs. Post (Cadre with female trainees): $\chi^2 = .00$, $df = 1$, $p = .99$

Cadre with male trainees vs.
cadre with female trainees (Pre): $\chi^2 = .36$, $df = 1$, $p = .55$

Cadre with male trainees vs.
cadre with female trainees (Post): $\chi^2 = .23$, $df = 1$, $p = .63$

SECTION A-5

ITEMS PERTAINING TO OPINIONS
ABOUT MIXED CADRE

(ITEMS 51-59)

ITEM 51. Who do you prefer to be your drill sergeants and instructors?
[AB] (Choose one.)

- A. All men
- B. All women
- C. Men and women
- D. It does not matter, either men or women or both

RESULTS:

| | Pretest | | Posttest | |
|-----|---------|---------|----------|---------|
| | Males | Females | Males | Females |
| N = | 745 | 690 | 741 | 689 |

Percentage distribution:

Response

| | | | | |
|---|----|----|----|----|
| A | 15 | 20 | 29 | 16 |
| B | 4 | 2 | 2 | 3 |
| C | 33 | 49 | 36 | 54 |
| D | 48 | 29 | 33 | 27 |

ANALYSIS:

Pre vs. Post (Males): $z = 6.64, p < .001^*$

Pre vs. Post (Females): $z = .53, p = .49$

Males vs. Females (Pre): $\chi^2 = 64.02, df = 3, p < .001^*$

Males vs. Females (Post): $\chi^2 = 57.57, df = 3, p < .001^*$

ITEM 52. Who will give you the best training and instruction? (Choose one).

- A. Men instructors
- B. Women instructors
- C. Men or women instructors

RESULTS:

| | Pretest | | Posttest | |
|-----|---------|---------|----------|---------|
| | Males | Females | Males | Females |
| n = | 744 | 689 | 741 | 688 |

Percentage distribution:

| Scale | | | | | |
|------------------|-----|------|------|------|------|
| | | | | | |
| A (Men) | = 1 | 34 | 31 | 57 | 41 |
| C (Men or women) | = 2 | 62 | 65 | 38 | 49 |
| B (Women) | = 3 | 4 | 4 | 5 | 10 |
| Median rating: | | 1.76 | 1.79 | 1.38 | 1.68 |

ANALYSIS:

Pre vs. Post (Males): $T = 182,045.0$, $p = .001^*$

Pre vs. Post (Females): $T = 21,794.0$, $p = .14$

Males vs. Females (Pre): $H = 1.51$, $df = 1$, $p = .22$

Males vs. Females (Post): $H = 41.63$, $df = 1$, $p = .001^*$

ITEM 53. Who knows how to command troops better by handling people firmly, keeping order and being fair to everyone? (Choose one.)

- A. Men drill sergeants
- B. Women drill sergeants
- C. Men or women drill sergeants

RESULTS:

| | Pretest | | Posttest | |
|-----|---------|---------|----------|---------|
| | Males | Females | Males | Females |
| N = | 745 | 690 | 740 | 689 |

Percentage distribution:

| Scale | | Pretest | | Posttest | |
|------------------|-----|---------|---------|----------|---------|
| | | Males | Females | Males | Females |
| A (Men) | = 1 | 36 | 29 | 61 | 37 |
| C (Men or women) | = 2 | 54 | 65 | 31 | 45 |
| B (Women) | = 3 | 10 | 6 | 8 | 18 |
| Median rating: | | 1.76 | 1.52 | 1.32 | 1.79 |

ANALYSIS:

Pre vs. Post (Males): $T = 163,630.0$, $p < .001^*$

Pre vs. Post (Females): $T = 24,143.0$, $p = .15$

Males vs. Females (Pre): $H = 2.79$, $df = 1$, $p = .10$

Males vs. Females (Post): $H = 90.93$, $df = 1$, $p < .001^*$

ITEM 54. Who will give you the most help and understanding with your personal problems? (Choose one.)

- A. Men drill sergeants
- B. Women drill sergeants
- C. Men or women drill sergeants

RESULTS:

| | Pretest | | Posttest | |
|-----|---------|---------|----------|---------|
| | Males | Females | Males | Females |
| N = | 740 | 688 | 734 | 687 |

Percentage distribution:

| Scale | | Pretest | | Posttest | |
|------------------|-----|---------|---------|----------|---------|
| | | Males | Females | Males | Females |
| A (Men) | = 1 | 26 | 21 | 37 | 41 |
| C (Men or women) | = 2 | 41 | 51 | 36 | 36 |
| B (women) | = 3 | 33 | 26 | 27 | 23 |
| Median rating: | | 2.09 | 2.07 | 1.86 | 1.75 |

ANALYSIS:

Pre vs. Post (Males): $T = 31,177.5$, $p = .001^*$

Pre vs. Post (Females): $T = 18,418.5$, $p = .001^*$

Males vs. Females (Pre): $H = .00$, $df = 1$, $p = .95$

Males vs. Females (Post): $H = 4.41$, $df = 1$, $p = .04^*$

ITEM 55. What sort of male-female mix in cadre do you think is best to have
[B] for the training program? (Choose one.)

| | Platoon Sergeant | Drill Sergeant | Drill Sergeant |
|----|------------------|----------------|----------------|
| A. | Male | Male | Male |
| B. | Male | Male | Female |
| C. | Male | Female | Female |
| D. | Female | Male | Male |
| E. | Female | Male | Female |
| F. | Female | Female | Female |

RESULTS:

N = 739 males, 685 females.

Percentage distribution:

| <u>Response</u> | <u>Males</u> | <u>Females</u> |
|-----------------|--------------|----------------|
| A | 28 | 12 |
| B | 61 | 69 |
| C | 4 | 5 |
| D | 5 | 8 |
| E | 1 | 5 |
| F | 1 | 1 |

ANALYSIS:

$\chi^2 = 73.75$, $df = 5$, $p < .001^*$

ITEM 56. Which type of cadre do you think would be best for training BIET to men and women trainees? (Choose one for both men and women trainees.)

| | All men cadre | Men & women cadre | All women cadre |
|----------------|---------------|-------------------|-----------------|
| Men trainees | A | B | C |
| Women trainees | A | B | C |

RESULTS FOR TRAINING OF "MEN TRAINEES" (male and female cadre combined):

| | Pretest | | Posttest | |
|--------------------------|--------------------------|----------------------------|--------------------------|----------------------------|
| | Cadre with male trainees | Cadre with female trainees | Cadre with male trainees | Cadre with female trainees |
| N = | 42 | 21 | 42 | 21 |
| Percentage distribution: | | | | |
| <u>Scale</u> | | | | |
| A = 1 | 10 | 14 | 21 | 29 |
| B = 2 | 90 | 86 | 74 | 71 |
| C = 3 | 0 | 0 | 5 | 0 |
| Median rating: | 1.94 | 1.92 | 1.89 | 1.80 |

ANALYSIS FOR TRAINING OF "MEN TRAINEES" (male and female cadre combined):

Pre vs. Post (Cadre with male trainees): $T = 8.0, p = .16$

Pre vs. Post (Cadre with female trainees): $T = 8.0, p = .16$

Cadre with male trainees vs.

Cadre with female trainees (Pre): $H = .32, df = 1, p = .57$

Cadre with male trainees vs.

Cadre with female trainees (Post): $H = .76, df = 1, p = .38$

(cont next page)

ITEM 56 (cont)

RESULTS FOR TRAINING OF "WOMEN TRAINEES" (male and female cadre combined):

| | Pretest | | Posttest | |
|--------------------------|-----------------------------------|-------------------------------------|-----------------------------------|-------------------------------------|
| | Cadre with male trainees | Cadre with female trainees | Cadre with male trainees | Cadre with female trainees |
| N = | 42 | 21 | 42 | 21 |
| Percentage distribution: | | | | |
| <u>Scale</u> | | | | |
| A = 1 | 0 | 0 | 12 | 14 |
| B = 2 | 98 | 81 | 81 | 71 |
| C = 3 | 2 | 19 | 7 | 14 |
| Median rating: | 2.01 | 2.12 | 1.97 | 2.01 |

ANALYSIS FOR TRAINING OF "WOMEN TRAINEES" (male and female cadre combined):

Pre vs. Post (Cadre with male trainees): $T = 15.0$, $p = .19$

Pre vs. Post (Cadre with female trainees): $T = .0$, $p = .03$

Cadre with male trainees vs.

Cadre with female trainees (Pre): $H = 5.24$, $df = 1$, $p = .02^*$

Cadre with male trainees vs.

Cadre with female trainees (Post): $H = .13$, $df = 1$, $p = .72$

ITEM 57. What sort of male-female mix in cadre do you think is best for training men trainees in BIET? (Choose one.)

[CD]

| | Platoon Sergeant | Drill Sergeant | Drill Sergeant |
|---|------------------|----------------|----------------|
| A | Male | Male | Male |
| B | Male | Male | Female |
| C | Male | Female | Female |
| D | Female | Male | Male |
| E | Female | Male | Female |
| F | Female | Female | Female |

RESULTS:

| | Pretest | | Posttest | |
|-----|--------------------------|----------------------------|--------------------------|----------------------------|
| | Cadre with male trainees | Cadre with female trainees | Cadre with male trainees | Cadre with female trainees |
| N = | 40 | 21 | 42 | 21 |

Percentage distribution:

| Scale | | | | |
|----------------|------|------|------|------|
| A = 1 | 8 | 5 | 17 | 19 |
| B = 2 | 80 | 90 | 76 | 71 |
| C = 3 | 10 | 0 | 5 | 0 |
| D = 4 | 2 | 5 | 2 | 10 |
| E = 5 | 0 | 0 | 0 | 0 |
| F = 6 | 0 | 0 | 0 | 0 |
| Median rating: | 2.03 | 2.00 | 1.93 | 1.94 |

(cont next page)

ITEM 57 (cont)

ANALYSIS:

Pre vs. Post (Cadre with male trainees): $T = 3.5, p = .04^*$

Pre vs. Post (Cadre with female trainees): $T = 9.0, p = .38$

Cadre with male trainees vs.

Cadre with female trainees (Pre): $H = .00, df = 1, p = .95$

Cadre with male trainees vs.

Cadre with female trainees (Post): $H = .00, df = 1, p = .95$

ITEM 58. What sort of male-female mix in cadre do you think is best for training women trainees in BIET? (Choose one.)
[CD]

| | Platoon Sergeant | Drill Sergeant | Drill Sergeant |
|---|------------------|----------------|----------------|
| A | Male | Male | Male |
| B | Male | Male | Female |
| C | Male | Female | Female |
| D | Female | Male | Male |
| E | Female | Male | Female |
| F | Female | Female | Female |

RESULTS:

| | Pretest | | Posttest | |
|--------------------------|--------------------------|----------------------------|--------------------------|----------------------------|
| | Cadre with male trainees | Cadre with female trainees | Cadre with male trainees | Cadre with female trainees |
| N = | 40 | 21 | 42 | 21 |
| Percentage distribution: | | | | |
| <u>Scale</u> | | | | |
| A = 1 | 0 | 0 | 7 | 9 |
| B = 2 | 25 | 38 | 24 | 48 |
| C = 3 | 33 | 19 | 29 | 5 |
| D = 4 | 12 | 14 | 2 | 10 |
| E = 5 | 30 | 19 | 31 | 14 |
| F = 6 | 0 | 10 | 7 | 14 |
| Median rating: | 3.26 | 3.13 | 3.16 | 2.35 |

(cont next page)

ITEM 58 (cont)

ANALYSIS:

Pre vs. Post (Cadre with male trainees): $T = 156.0$, $p = .43$

Pre vs. Post (Cadre with female trainees): $T = 25.0$, $p = .24$

Cadre with male trainees vs.

Cadre with female trainees (Pre): $H = .00$, $df = 1$, $p = 1.00$

Cadre with male trainees vs.

Cadre with female trainees (Post): $H = 1.07$, $df = 1$, $p = .30$

ITEM 59. Who is most qualified to give the best training and instruction
[CD] in the following areas? (Choose one for each area.)

| | Men Cadre | Men or Women Cadre | Women Cadre | Don't Know |
|---------------------------------------------|--------------|--------------------------|----------------|---------------|
| Commanding & leading trainees | A | B | C | D |
| Counseling & guiding trainees | A | B | C | D |
| Teaching basic military skills | A | B | C | D |
| Teaching weapons training | A | B | C | D |
| Teaching physical fitness & conditioning | A | B | C | D |
| Teaching tactical training | A | B | C | D |
| Teaching field training | A | B | C | D |

RESULTS FOR "COMMANDING & LEADING TRAINEES" (male and female cadre combined):

| | Pretest | | Posttest | |
|--------------------------|-----------------------------------|-------------------------------------|-----------------------------------|-------------------------------------|
| | Cadre with male trainees | Cadre with female trainees | Cadre with male trainees | Cadre with female trainees |
| N = | 42 | 21 | 42 | 21 |
| Percentage distribution: | | | | |
| <u>Response</u> | | | | |
| A | 10 | 19 | 21 | 24 |
| B | 79 | 81 | 69 | 71 |
| C | 0 | 0 | 2 | 5 |
| D | 12 | 0 | 7 | 0 |

(cont next page)

ITEM 59 (cont)

ANALYSIS FOR "COMMANDING & LEADING TRAINEES" (male and female cadre combined):

Pre vs. Post (Cadre with male trainees): $\chi^2 = 1.77$, $df = 3$, $p = .65$

Pre vs. Post (Cadre with female trainees): $\chi^2 = .00$, $df = 2$, $p = 1.00$

Cadre with male trainees vs.

Cadre with female trainees (Pre): $\chi^2 = 3.51$, $df = 2$, $p = .17$

Cadre with male trainees vs.

Cadre with female trainees (Post): $\chi^2 = 1.80$, $df = 3$, $p = .62$

RESULTS FOR "COUNSELING & GUIDING TRAINEES" (male and female cadre combined):

| | Pretest | | Posttest | |
|-----|-----------------------------------|-------------------------------------|-----------------------------------|-------------------------------------|
| | Cadre with male trainees | Cadre with female trainees | Cadre with male trainees | Cadre with female trainees |
| N = | 42 | 21 | 42 | 21 |

Percentage distribution:

Response

| | | | | |
|---|----|----|----|----|
| A | 2 | 14 | 12 | 19 |
| B | 93 | 86 | 76 | 76 |
| C | 2 | 0 | 5 | 5 |
| D | 2 | 0 | 7 | 0 |

ANALYSIS FOR "COUNSELING & GUIDING TRAINEES" (male and female cadre combined):

Pre vs. Post (Cadre with male trainees): $\chi^2 = .00$, $df = 3$, $p = 1.00$

Pre vs. Post (Cadre with female trainees): $\chi^2 = .00$, $df = 2$, $p = 1.00$

Cadre with male trainees vs.

Cadre with female trainees (Pre): $\chi^2 = 4.20$, $df = 3$, $p = .24$

Cadre with male trainees vs.

Cadre with female trainees (Post): $\chi^2 = 2.00$, $df = 3$, $p = .57$

(cont next page)

ITEM 59 (cont)

RESULTS FOR "TEACHING BASIC MILITARY SKILLS" (male and female cadre combined):

| | <u>Pretest</u> | | <u>Posttest</u> | |
|--------------------------|---------------------------------------------|-----------------------------------------------|---------------------------------------------|-----------------------------------------------|
| | <u>Cadre with male trainees</u> | <u>Cadre with female trainees</u> | <u>Cadre with male trainees</u> | <u>Cadre with female trainees</u> |
| N = | 42 | 21 | 42 | 21 |
| Percentage distribution: | | | | |
| <u>Response</u> | | | | |
| A | 2 | 5 | 12 | 33 |
| B | 95 | 95 | 79 | 62 |
| C | 0 | 0 | 2 | 5 |
| D | 2 | 0 | 7 | 0 |

ANALYSIS FOR "TEACHING BASIC MILITARY SKILLS" (male and female cadre combined):

Pre vs. Post (Cadre with male trainees): $\chi^2 = .00$, $df = 3$, $p = 1.00$

Pre vs. Post (Cadre with female trainees): $\chi^2 = 2.29$, $df = 2$, $p = .54$

Cadre with male trainees vs.

Cadre with female trainees (Pre): $\chi^2 = .75$, $df = 2$, $p = .69$

Cadre with male trainees vs.

Cadre with female trainees (Post): $\chi^2 = 5.66$, $df = 3$, $p = .12$

(cont next page)

ITEM 59 (cont)

RESULTS FOR "TEACHING WEAPONS TRAINING" (male and female cadre combined):

| | Pretest | | Posttest | |
|--------------------------|-----------------------------------|-------------------------------------|-----------------------------------|-------------------------------------|
| | Cadre with male trainees | Cadre with female trainees | Cadre with male trainees | Cadre with female trainees |
| N = | 42 | 20 | 42 | 21 |
| Percentage distribution: | | | | |
| <u>Response</u> | | | | |
| A | 33 | 30 | 38 | 48 |
| B | 64 | 70 | 52 | 52 |
| C | 0 | 0 | 2 | 0 |
| D | 2 | 0 | 7 | 0 |

ANALYSIS FOR "TEACHING WEAPONS TRAINING" (male and female cadre combined):

Pre vs. Post (Cadre with male trainees): $\chi^2 = .00$, df = 3, p = 1.00

Pre vs. Post (Cadre with female trainees): $\chi^2 = .44$, df = 1, p = .94

Cadre with male trainees vs.

Cadre with female trainees (Pre): $\chi^2 = .59$, df = 2, p = .75

Cadre with male trainees vs.

Cadre with female trainees (Post): $\chi^2 = 2.31$, df = 3, p = .51

(cont next page)

ITEM 59 (cont)

RESULTS FOR "TEACHING PHYSICAL FITNESS & CONDITIONING" (male and female cadre combined):

| | <u>Pretest</u> | | <u>Posttest</u> | |
|--------------------------|---------------------------------|-----------------------------------|---------------------------------|-----------------------------------|
| | <u>Cadre with male trainees</u> | <u>Cadre with female trainees</u> | <u>Cadre with male trainees</u> | <u>Cadre with female trainees</u> |
| N = | 42 | 21 | 42 | 21 |
| Percentage distribution: | | | | |
| <u>Response</u> | | | | |
| A | 31 | 24 | 38 | 29 |
| B | 67 | 76 | 50 | 71 |
| C | 0 | 0 | 2 | 0 |
| D | 2 | 0 | 10 | 0 |

ANALYSIS FOR "TEACHING PHYSICAL FITNESS & CONDITIONING" (male and female cadre combined):

Pre vs. Post (Cadre with male trainees): $\chi^2 = .00$, $df = 1$, $p = 1.00$

Pre vs. Post (Cadre with female trainees): $\chi^2 = .00$, $df = 1$, $p = 1.00$

Cadre with male trainees vs.

Cadre with female trainees (Pre): $\chi^2 = .93$, $df = 2$, $p = .63$

Cadre with male trainees vs.

Cadre with female trainees (Post): $\chi^2 = 3.99$, $df = 3$, $p = .26$

(cont next page)

ITEM 59 (cont)

RESULTS FOR "TEACHING TACTICAL TRAINING" (male and female cadre combined):

| | Pretest | | Posttest | |
|--------------------------|-----------------------------------|-------------------------------------|-----------------------------------|-------------------------------------|
| | Cadre with male trainees | Cadre with female trainees | Cadre with male trainees | Cadre with female trainees |
| N = | 42 | 21 | 42 | 21 |
| Percentage distribution: | | | | |
| <u>Response</u> | | | | |
| A | 50 | 43 | 45 | 76 |
| B | 43 | 57 | 45 | 24 |
| C | 0 | 0 | 2 | 0 |
| D | 7 | 0 | 5 | 0 |

ANALYSIS FOR "TEACHING TACTICAL TRAINING" (male and female cadre combined):

Pre vs. Post (Cadre with male trainees): $\chi^2 = .07$, df = 3, p = .99

Pre vs. Post (Cadre with female trainees): $\chi^2 = 5.14$, df = 1, p = .16

Cadre with male trainees vs.

Cadre with female trainees (Pre): $\chi^2 = 2.25$, df = 2, p = .33

Cadre with male trainees vs.

Cadre with female trainees (Post): $\chi^2 = 6.10$, df = 3, p = .11

(cont next page)

ITEM 59 (cont)

RESULTS FOR "TEACHING FIELD TRAINING" (male and female cadre combined):

| | <u>Pretest</u> | | <u>Posttest</u> | |
|--------------------------|---------------------------------------------|-----------------------------------------------|---------------------------------------------|-----------------------------------------------|
| | <u>Cadre with male trainees</u> | <u>Cadre with female trainees</u> | <u>Cadre with male trainees</u> | <u>Cadre with female trainees</u> |
| N = | 42 | 21 | 41 | 21 |
| Percentage distribution: | | | | |
| <u>Response</u> | | | | |
| A | 40 | 33 | 44 | 52 |
| B | 55 | 67 | 46 | 48 |
| C | 0 | 0 | 2 | 0 |
| D | 5 | 0 | 7 | 0 |

ANALYSIS FOR "TEACHING FIELD TRAINING" (male and female cadre combined):

Pre vs. Post (Cadre with male trainees): $\chi^2 = .06$, df = 3, p = .99

Pre vs. Post (Cadre with female trainees): $\chi^2 = 1.13$, df = 1, p = .77

Cadre with male trainees vs.

Cadre with female trainees (Pre): $\chi^2 = 1.53$, df = 2, p = .47

Cadre with male trainees vs.

Cadre with female trainees (Post): $\chi^2 = 2.23$, df = 3, p = .52

SECTION A-6

ITEMS PERTAINING TO DIFFICULTY OF DIET SUBJECTS
(ITEMS 60-85, 112, 113)

ITEM 60. Basic Initial Entry Training requires that you perform road marches of up to 15 miles and also a 5 mile speed march in 1 hour while carrying a rifle, steel helmet, and backpack. How sure are you that you can make these marches if you are given the right training for them? (Choose one.)

- A. Very sure
- B. Fairly sure
- C. Doubtful
- D. Fairly unsure
- E. Very unsure

RESULTS:

| | Pretest | | Posttest | |
|--------------------------|---------|---------|----------|---------|
| | Males | Females | Males | Females |
| N = | 743 | 687 | 742 | 687 |
| Percentage distribution: | | | | |
| <u>Scale</u> | | | | |
| A = 1 | 57 | 28 | 52 | 63 |
| B = 2 | 31 | 44 | 12 | 22 |
| C = 3 | 9 | 20 | 5 | 9 |
| D = 4 | 2 | 5 | 1 | 3 |
| E = 5 | 1 | 3 | 0 | 3 |
| Median rating: | 1.38 | 2.23 | 1.11 | 1.29 |

ANALYSIS:

Pre vs. Post (Males): $T = 10,029.5, p < .001^*$

Pre vs. Post (Females): $T = 21,934.5, p < .001^*$

Males vs. Females (Pre): $H = 123.16, df = 1, p < .001^*$

Males vs. Females (Post): $H = 62.12, df = 1, p < .001^*$

ITEM 61. Basic Initial Entry Training also requires that you take the fire and maneuver course. You and one other trainee must attack an enemy position by running and crawling toward it and firing real bullets at it with your rifles. Given the proper training, how sure are you that you can do it? (Choose one.)

- A. Very sure
- B. Fairly sure
- C. Doubtful
- D. Fairly unsure
- E. Very unsure

RESULTS:

| | Pretest | | Posttest | |
|--------------------------|---------|---------|----------|---------|
| | Males | Females | Males | Females |
| N = | 742 | 686 | 745 | 688 |
| Percentage distribution: | | | | |
| Scale | | | | |
| A = 1 | 58 | 38 | 85 | 75 |
| B = 2 | 35 | 48 | 11 | 19 |
| C = 3 | 5 | 10 | 3 | 4 |
| D = 4 | 1 | 2 | 1 | 1 |
| E = 5 | 1 | 2 | 0 | 1 |
| Median rating: | 1.36 | 1.75 | 1.09 | 1.17 |

ANALYSIS:

Pre vs. Post (Males): $T = 10,500.5$, $p < .001^*$

Pre vs. Post (Females): $T = 10,350.0$, $p < .001^*$

Males vs. Females (Pre): $H = 65.07$, $df = 1$, $p < .001^*$

Males vs. Females (Post): $H = 17.86$, $df = 1$, $p < .001^*$

ITEM 62. The daily duties of Army life include two tasks that a soldier must do alone and out of sight from others in his unit. These tasks are guard duty and charge of quarters. Should women soldiers have to do guard duty and charge of quarters like men soldiers have to? (Choose one.)

- A. Yes
B. No

RESULTS:

| | Pretest | | Posttest | |
|-----|---------|---------|----------|---------|
| | Males | Females | Males | Females |
| N = | 741 | 685 | 744 | 686 |

Percentage distribution:

Response

| | | | | |
|---------|----|----|----|----|
| A = Yes | 90 | 90 | 87 | 81 |
| B = No | 10 | 10 | 13 | 19 |

ANALYSIS:

Pre vs. Post (Males): $\chi^2 = 2.13$, $df = 1$, $p = .11$

Pre vs. Post (Females): $\chi^2 = 32.25$, $df = 1$, $p = .001^*$

Males vs. Females (Pre): $\chi^2 = .15$, $df = 1$, $p = .70$

Males vs. Females (Post): $\chi^2 = 12.19$, $df = 1$, $p = .001^*$

ITEM 63. Which of these areas do you think will be the most difficult for you to pass, the second most difficult, third, fourth and least difficult? Rank the 5 training areas on how difficult you think they will be. Assign a "1" to the most difficult, a "2" to the second most difficult, a "3" to the third most difficult, a "4" to the fourth most difficult, and a "5" to the least difficult area.

- A. _____ Basic military skills tests
- B. _____ Weapons training tests
- C. _____ Physical conditioning and fitness tests
- D. _____ Individual tactical training tests
- E. _____ Field training tests

RESULTS:

| | Pretest | | Posttest | |
|-----|---------|---------|----------|---------|
| | Males | Females | Males | Females |
| N = | 741 | 686 | 742 | 684 |

Distribution of median ranks:

[Note. Numbers in parentheses indicate the rank order of the median rank within its column.]

| Area | | | | |
|------|----------|----------|----------|----------|
| A | 2.89 (2) | 3.94 (5) | 3.07 (4) | 4.54 (5) |
| B | 3.29 (4) | 3.06 (3) | 3.45 (5) | 3.56 (4) |
| C | 2.13 (1) | 1.39 (1) | 2.65 (1) | 1.46 (1) |
| D | 2.98 (3) | 2.65 (2) | 3.04 (3) | 2.82 (3) |
| E | 3.50 (5) | 3.69 (4) | 2.87 (2) | 2.72 (2) |

ANALYSIS:

Area A (Basic military skills tests)

Pre vs. Post (Males): $T = 69,348.5$, $p = .03^*$

Pre vs. Post (Females): $T = 44,895.5$, $p < .01^*$

Males vs. Females (Pre): $H = 71.53$, $df = 1$, $p < .001^*$

Males vs. Females (Post): $H = 87.45$, $df = 1$, $p < .001^*$

(cont next page)

ITEM 63 (cont)

Area B (Weapons training tests)

Pre vs. Post (Males): $T = 80,929.0$, $p = .32$

Pre vs. Post (Females): $T = 56,169.5$, $p < .001^*$

Males vs. Females (Pre): $H = 9.14$, $df = 1$, $p < .01^*$

Males vs. Females (Post): $H = .02$, $df = 1$, $p = .90$

Area C (Physical conditioning and fitness tests)

Pre vs. Post (Males): $T = 51,300.5$, $p < .001^*$

Pre vs. Post (Females): $T = 40,678.0$, $p = .36$

Males vs. Females (Pre): $H = 23.14$, $df = 1$, $p < .001^*$

Males vs. Females (Post): $H = 64.35$, $df = 1$, $p < .001^*$

Area D (Individual tactical training tests)

Pre vs. Post (Males): $T = 80,447.5$, $p = .30$

Pre vs. Post (Females): $T = 80,521.5$, $p = .03^*$

Males vs. Females (Pre): $H = 11.16$, $df = 1$, $p < .001^*$

Males vs. Females (Post): $H = 4.93$, $df = 1$, $p = .02^*$

Area E (Field training tests)

Pre vs. Post (Males): $T = 64,155.0$, $p < .001^*$

Pre vs. Post (Females): $T = 42,777.5$, $p < .001^*$

Males vs. Females (Pre): $H = 1.12$, $df = 1$, $p = .30$

Males vs. Females (Post): $H = 1.44$, $df = 1$, $p = .20$

ITEM 64. How much do you think you will like or dislike Basic Initial
[AB] Entry Training? (Choose one.)

- A. Like very much
- B. Like
- C. Neutral
- D. Dislike
- E. Dislike very much

RESULTS:

| | Pretest | | Posttest | |
|--------------------------|---------|---------|----------|---------|
| | Males | Females | Males | Females |
| N = | 735 | 677 | 739 | 684 |
| Percentage distribution: | | | | |
| <u>Scale</u> | | | | |
| A = 1 | 14 | 15 | 18 | 19 |
| B = 2 | 33 | 31 | 34 | 26 |
| C = 3 | 35 | 38 | 38 | 33 |
| D = 4 | 11 | 9 | 6 | 15 |
| E = 5 | 7 | 7 | 4 | 7 |
| Median rating: | 2.59 | 2.61 | 2.44 | 2.65 |

ANALYSIS:

Pre vs. Post (Males): $T = 40,307.0$, $p < .001^*$

Pre vs. Post (Females): $T = 39,450.0$, $p = .12$

Males vs. Females (Pre): $H = .01$, $df = 1$, $p = .93$

Males vs. Females (Post): $H = 11.52$, $df = 1$, $p < .001^*$

ITEM 65. How well or poorly do you expect to do in Basic Initial Entry Training? (Choose one.)
[AB]

- A. Very well
- B. Well
- C. Neither well nor poorly
- D. Poorly
- E. Very poorly

RESULTS:

| | Pretest | | Posttest | |
|-----|---------|---------|----------|---------|
| | Males | Females | Males | Females |
| N = | 736 | 677 | 743 | 687 |

Percentage distribution:

| Scale | | | | |
|----------------|------|------|------|------|
| A = 1 | 28 | 18 | 31 | 15 |
| B = 2 | 56 | 53 | 55 | 55 |
| C = 3 | 13 | 25 | 12 | 27 |
| D = 4 | 2 | 3 | 1 | 3 |
| E = 5 | 1 | 1 | 1 | 0 |
| Median rating: | 1.89 | 2.10 | 1.85 | 2.14 |

ANALYSIS:

Pre vs. Post (Males): $T = 25,538.5$, $p = .05^*$

Pre vs. Post (Females): $T = 26,188.5$, $p = .26$

Males vs. Females (Pre): $H = 41.10$, $df = 1$, $p < .001^*$

Males vs. Females (Post): $H = 80.58$, $df = 1$, $p < .001^*$

ITEM 66. How important to you is it to pass the Basic Initial Entry
[AB] Training program? (Choose one.)

- A. Extremely important
- B. Very important
- C. Fairly important
- D. So-so
- E. Fairly unimportant
- F. Very unimportant
- G. Extremely unimportant

RESULTS:

| | Pretest | | Posttest | |
|--------------------------|---------|---------|----------|---------|
| | Males | Females | Males | Females |
| N = | 735 | 678 | 743 | 687 |
| Percentage distribution: | | | | |
| Scale | | | | |
| A = 1 | 66 | 61 | 60 | 50 |
| B = 2 | 27 | 30 | 29 | 31 |
| C = 3 | 4 | 6 | 7 | 13 |
| D = 4 | 2 | 2 | 2 | 4 |
| E = 5 | 1 | 0 | 1 | 0 |
| F = 6 | 0 | 1 | 0 | 1 |
| G = 7 | 0 | 0 | 1 | 1 |
| Median rating: | 1.26 | 1.32 | 1.33 | 1.50 |

ANALYSIS:

Pre vs. Post (Males): $T = 18,887.5$, $p = .02^*$

Pre vs. Post (Females): $T = 14,783.0$, $p < .001^*$

Males vs. Females (Pre): $H = 3.39$, $df = 1$, $p = .07$

Males vs. Females (Post): $H = 19.68$, $df = 1$, $p < .001^*$

ITEM 67. How much control will your drill sergeants have over you?
[AB] (Choose one.)

- A. A very large amount
- B. A large amount
- C. A moderate amount
- D. A small amount
- E. A very small amount

RESULTS:

| | Pretest | | Posttest | |
|--------------------------|---------|---------|----------|---------|
| | Males | Females | Males | Females |
| N = | 743 | 684 | 742 | 687 |
| Percentage distribution: | | | | |
| <u>Scale</u> | | | | |
| A = 1 | 62 | 61 | 54 | 41 |
| B = 2 | 27 | 30 | 33 | 38 |
| C = 3 | 9 | 7 | 10 | 19 |
| D = 4 | 1 | 1 | 2 | 2 |
| E = 5 | 1 | 1 | 1 | 0 |
| Median rating: | 1.31 | 1.32 | 1.43 | 1.74 |

ANALYSIS:

Pre vs. Post (Males): $T = 24,846.0, p < .01^*$

Pre vs. Post (Females): $T = 13,334.5, p < .001^*$

Males vs. Females (Pre): $H = .00, df = 1, p = .99$

Males vs. Females (Post): $H = 27.53, df = 1, p < .001^*$

ITEM 68. Will the amount of control you circled above be acceptable or unacceptable to you? (Choose one.)

- A. Acceptable
B. Unacceptable

RESULTS:

| | Pretest | | Posttest | |
|-----|--------------|----------------|--------------|----------------|
| | <u>Males</u> | <u>Females</u> | <u>Males</u> | <u>Females</u> |
| N = | 742 | 685 | 743 | 687 |

Percentage distribution:

| <u>Response</u> | | | | |
|------------------|----|----|----|----|
| A = Acceptable | 89 | 82 | 86 | 85 |
| B = Unacceptable | 11 | 18 | 14 | 15 |

ANALYSIS:

Pre vs. Post (Males): $\chi^2 = 3.87$, $df = 1$, $p = .05^*$

Pre vs. Post (Females): $\chi^2 = 2.47$, $df = 1$, $p = .12$

Males vs. Females (Pre): $\chi^2 = 13.80$, $df = 1$, $p < .001^*$

Males vs. Females (Post): $\chi^2 = .22$, $df = 1$, $p = .64$

ITEM 69. In Basic Initial Entry Training women must be able to pass the same physical fitness test that men must pass. Do you think women can pass the test if they are given the right physical training? (Choose one.)

- A. Yes
- B. No

[Note. In forms A and B of the questionnaire this item was worded as given. In forms C and D, it read as follows: "In BIFT women must be able to pass the same physical fitness test as men must pass. Do you think women trainees can pass the test if they are put through a well planned physical training program? (Choose one.)"]

RESULTS FOR TRAINEES:

| | Pretest | | Posttest | |
|-----|---------|---------|----------|---------|
| | Males | Females | Males | Females |
| N = | 743 | 686 | 742 | 687 |

Percentage distribution:

Response

| | | | | |
|---------|----|----|----|----|
| A = Yes | 84 | 81 | 63 | 62 |
| B = No | 16 | 19 | 37 | 38 |

ANALYSIS FOR TRAINEES:

Pre vs. Post (Males): $\chi^2 = 91.00$, $df = 1$, $p < .001^*$

Pre vs. Post (Females): $\chi^2 = 75.11$, $df = 1$, $p < .001^*$

Males vs. Females (Pre): $\chi^2 = 2.56$, $df = 1$, $p = .11$

Males vs. Females (Post): $\chi^2 = .17$, $df = 1$, $p = .68$

(cont next page)

ITEM 69 (cont)

RESULTS FOR CADRE (male and female cadre combined):

| | Pretest | | Posttest | |
|--------------------------|-----------------------------|-------------------------------|-----------------------------|-------------------------------|
| | Cadre with male trainees | Cadre with female trainees | Cadre with male trainees | Cadre with female trainees |
| N = | 42 | 21 | 41 | 21 |
| Percentage distribution: | | | | |
| <u>Response</u> | | | | |
| A = Yes | 64 | 81 | 32 | 57 |
| B = No | 36 | 19 | 68 | 43 |

ANALYSIS FOR CADRE (male and female cadre combined):

Pre vs. Post (Cadre with male trainees): $\chi^2 = 8.45$, $df = 1$, $p < .01^*$

Pre vs. Post (Cadre with female trainees): $\chi^2 = 1.78$, $df = 1$, $p = .19$

Cadre with male trainees vs.
cadre with female trainees (Pre): $\chi^2 = 1.85$, $df = 1$, $p = .17$

Cadre with male trainees vs.
cadre with female trainees (Post): $\chi^2 = 3.73$, $df = 1$, $p = .05^*$

ITEM 70. How much pressure did your cadre put on you to pass this training area? (Choose one.)

Basic military skills tests, drill, ceremonies, etc.

- A. Very great
- B. Great
- C. Moderate
- D. Little
- E. Very little

RESULTS:

N = 742 males, 688 females.

Percentage distribution:

| <u>Scale</u> | <u>Males</u> | <u>Females</u> |
|----------------|--------------|----------------|
| A = 1 | 48 | 47 |
| B = 2 | 36 | 35 |
| C = 3 | 13 | 16 |
| D = 4 | 2 | 1 |
| E = 5 | 1 | 1 |
| Median rating: | 1.56 | 1.59 |

ANALYSIS:

H = .32, df = 1, p = .57

ITEM 71. How much pressure did your cadre put on you to pass this training area? (Choose one.)
[B]

Weapons test, M16A1 marksmanship, hand grenades, etc.

- A. Very great
- B. Great
- C. Moderate
- D. Little
- E. Very little

RESULTS:

N = 742 males, 687 females.

Percentage distribution:

| <u>Scale</u> | <u>Males</u> | <u>Females</u> |
|----------------|--------------|----------------|
| A = 1 | 50 | 47 |
| B = 2 | 35 | 37 |
| C = 3 | 11 | 15 |
| D = 4 | 3 | 1 |
| E = 5 | 1 | 0 |
| Median rating: | 1.50 | 1.58 |

ANALYSIS:

H = 1.69, df = 1, p = .19

ITEM 72. How much pressure did your cadre put on you to pass this training area? (Choose one.)
[B]

Physical fitness and conditioning tests

- A. Very great
- B. Great
- C. Moderate
- D. Little
- E. Very little

RESULTS:

N = 742 males, 686 females.

Percentage distribution:

| <u>Scale</u> | <u>Males</u> | <u>Females</u> |
|----------------|--------------|----------------|
| A = 1 | 49 | 39 |
| B = 2 | 33 | 36 |
| C = 3 | 14 | 22 |
| D = 4 | 3 | 2 |
| E = 5 | 1 | 1 |
| Median rating: | 1.53 | 1.81 |

ANALYSIS:

H = 14.90, df = 1, p < .001*

ITEM 73. How much pressure did your cadre put on you to pass this training area? (Choose one.)
[B]

Tactical training tests

- A. Very great
- B. Great
- C. Moderate
- D. Little
- E. Very little

RESULTS:

N = 741 males, 687 females.

Percentage distribution:

| <u>Scale</u> | <u>Males</u> | <u>Females</u> |
|----------------|--------------|----------------|
| A = 1 | 44 | 34 |
| B = 2 | 36 | 38 |
| C = 3 | 16 | 25 |
| D = 4 | 3 | 2 |
| E = 5 | 1 | 1 |
| Median rating: | 1.67 | 1.92 |

ANALYSIS:

H = 16.32, df = 1, $p < .001^*$

ITEM 74. How much pressure did your cadre put on you to pass this
(5) training area? (Choose one.)

Field training tests

- A. Very great
- b. Great
- C. Moderate
- D. Little
- E. Very little

RESULTS:

N = 740 males, 687 females.

Percentage distribution:

| <u>Scale</u> | <u>Males</u> | <u>Females</u> |
|----------------|--------------|----------------|
| A = 1 | 44 | 32 |
| B = 2 | 35 | 39 |
| C = 3 | 15 | 25 |
| D = 4 | 2 | 3 |
| E = 5 | 1 | 2 |
| Median rating: | 1.67 | 1.97 |

ANALYSIS:

$H = 23.37$, $df = 1$, $p < .001^*$

ITEM 75. How hard or easy was your training in the following area?
(G) (Choose one.)

Basic military skills

- A. Very hard
- B. Hard
- C. Borderline
- D. Easy
- E. Very easy

RESULTS:

N = 739 males, 678 females.

Percentage distribution:

| <u>Scale</u> | <u>Males</u> | <u>Females</u> |
|----------------|--------------|----------------|
| A = 1 | 8 | 5 |
| B = 2 | 30 | 17 |
| C = 3 | 32 | 34 |
| D = 4 | 23 | 33 |
| E = 5 | 7 | 11 |
| Median rating: | 3.87 | 4.32 |

ANALYSIS:

$\chi^2 = 47.39$, $df = 1$, $p = .001^*$

ITEM 76. How hard or easy was your training in the following area?
[B] (Choose one.)

Weapons training

- A. Very hard
- B. Hard
- C. Borderline
- D. Easy
- E. Very easy

RESULTS:

N = 742 males, 686 females.

Percentage distribution:

| <u>Scale</u> | <u>Males</u> | <u>Females</u> |
|----------------|--------------|----------------|
| A = 1 | 9 | 7 |
| B = 2 | 25 | 24 |
| C = 3 | 26 | 37 |
| D = 4 | 29 | 24 |
| E = 5 | 11 | 8 |
| Median rating: | 3.12 | 3.01 |

ANALYSIS:

$\chi^2 = 1.73$, $df = 1$, $p = .19$

ITEM 77. How hard or easy was your training in the following area?
(B) (Choose one.)

Physical fitness and conditioning

- A. Very hard
- B. Hard
- C. Borderline
- D. Easy
- E. Very easy

RESULTS:

N = 737 males, 634 females.

Percentage distribution:

| <u>Scale</u> | <u>Males</u> | <u>Females</u> |
|----------------|--------------|----------------|
| A = 1 | 10 | 26 |
| B = 2 | 31 | 33 |
| C = 3 | 27 | 26 |
| D = 4 | 23 | 12 |
| E = 5 | 9 | 3 |
| Median rating: | 2.83 | 2.23 |

ANALYSIS:

$\chi^2 = 87.23$, $df = 1$, $p < .001$ *

ITEM 78. How hard or easy was your training in the following area?
(b) (Choose one.)

Tactical training

- A. Very hard
- B. Hard
- C. Borderline
- D. Easy
- E. Very easy

RESULTS:

N = 739 males, 687 females.

Percentage distribution:

| <u>Scale</u> | <u>Males</u> | <u>Females</u> |
|----------------|--------------|----------------|
| A = 1 | 8 | 8 |
| B = 2 | 28 | 27 |
| C = 3 | 34 | 43 |
| D = 4 | 24 | 18 |
| E = 5 | 6 | 4 |
| Median rating: | 2.91 | 2.85 |

ANALYSIS:

$\chi^2 = 2.85$, $df = 1$, $p = .09$

ITEM 79. How hard or easy was your training in the following area?
(B) (Choose one.)

Field training

- A. Very hard
- B. Hard
- C. Borderline
- D. Easy
- E. Very easy

RESULTS:

N = 741 males, 686 females.

Percentage distribution:

| <u>Scale</u> | <u>Males</u> | <u>Females</u> |
|----------------|--------------|----------------|
| A = 1 | 10 | 11 |
| B = 2 | 29 | 24 |
| C = 3 | 32 | 42 |
| D = 4 | 23 | 19 |
| E = 5 | 6 | 4 |
| Median rating: | 2.84 | 2.86 |

ANALYSIS:

H = .53, df = 1, p = .47

ITEM 80. BIET also requires that women pass the same physical conditioning tests as men must pass, including road marches and speed marches. What percent of the women trainees can perform these marches if they are put through a well planned conditioning program? (Choose one.)

- | | | |
|---------|--------|--------|
| A. 100% | E. 60% | I. 20% |
| B. 90% | F. 50% | J. 10% |
| C. 80% | G. 40% | K. 0% |
| D. 70% | H. 30% | |

RESULTS (male and female cadre combined):

| | Pretest | | Posttest | |
|--------------------------|--------------------------|----------------------------|--------------------------|----------------------------|
| | Cadre with male trainees | Cadre with female trainees | Cadre with male trainees | Cadre with female trainees |
| N = | 42 | 21 | 41 | 21 |
| Percentage distribution. | | | | |
| Scale | | | | |
| A = 1 | 7 | 9 | 7 | 10 |
| B = 2 | 21 | 29 | 24 | 38 |
| C = 3 | 14 | 19 | 2 | 14 |
| D = 4 | 19 | 14 | 15 | 14 |
| E = 5 | 2 | 19 | 10 | 10 |
| F = 6 | 17 | 0 | 7 | 5 |
| G = 7 | 12 | 5 | 7 | 9 |
| H = 8 | 5 | 5 | 20 | 0 |
| I = 9 | 0 | 0 | 5 | 0 |
| J = 10 | 2 | 0 | 2 | 0 |
| K = 11 | 0 | 0 | 0 | 0 |
| Median percent: | 71 | 79 | 63 | 54 |

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ITEM 80 (cont)

ANALYSIS (male and female cadre combined):

Pre vs. Post (Cadre with male trainees): $T = 240.5$, $p = .07$

Pre vs. Post (Cadre with female trainees): $T = 30.0$, $p = .40$

Cadre with male trainees vs.

Cadre with female trainees (Pre): $H = 1.56$, $df = 1$, $p = .21$

Cadre with male trainees vs.

Cadre with female trainees (Post): $H = 4.83$, $df = 1$, $p = .03^*$

ITEM 81. In BIET women trainees must take the fire and maneuver course, obstacle course, and confidence course. Given proper training, what percent of the women trainees can pass the tests? (Choose one for each.)

| | 100% | 90% | 80% | 70% | 60% | 50% | 40% | 30% | 20% | 10% | 0% |
|------------------------|------|-----|-----|-----|-----|-----|-----|-----|-----|-----|----|
| Fire & maneuver course | A | B | C | D | E | F | G | H | I | J | K |
| Obstacle course | A | B | C | D | E | F | G | H | I | J | K |
| Confidence course | A | B | C | D | E | F | G | H | I | J | K |

RESULTS FOR "FIRE & MANEUVER COURSE" (male and female cadre combined):

| | Pretest | | Posttest | |
|--------------------------|--------------------------|----------------------------|--------------------------|----------------------------|
| | Cadre with male trainees | Cadre with female trainees | Cadre with male trainees | Cadre with female trainees |
| N = | 42 | 21 | 41 | 21 |
| Percentage Distribution: | | | | |
| <u>Scale</u> | | | | |
| A = 1 | 17 | 29 | 17 | 24 |
| B = 2 | 29 | 33 | 29 | 33 |
| C = 3 | 12 | 9 | 12 | 14 |
| D = 4 | 19 | 9 | 7 | 5 |
| E = 5 | 2 | 14 | 10 | 14 |
| F = 6 | 12 | 0 | 10 | 5 |
| G = 7 | 7 | 0 | 7 | 0 |
| H = 8 | 0 | 0 | 2 | 5 |
| I = 9 | 2 | 0 | 0 | 0 |
| J = 10 | 0 | 0 | 5 | 0 |
| K = 11 | 0 | 0 | 0 | 0 |
| Median percent: | 82 | 89 | 82 | 87 |

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ITEM 81 (cont)

ANALYSIS FOR "FIRE & MANEUVER COURSE" (male and female cadre combined):

Pre vs. Post (Cadre with male trainees): $T = 220.0$, $p = .21$

Pre vs. Post (Cadre with female trainees): $T = 36.0$, $p = .15$

Cadre with male trainees vs.

cadre with female trainees (Pre): $H = 3.18$, $df = 1$, $p = .07$

Cadre with male trainees vs.

cadre with female trainees (Post): $H = 1.25$, $df = 1$, $p = .26$

RESULTS FOR "OBSTACLE COURSE" (male and female cadre combined):

| | Pretest | | Posttest | |
|-------|-----------------------------------|-------------------------------------|-----------------------------------|-------------------------------------|
| | Cadre with male trainees | Cadre with female trainees | Cadre with male trainees | Cadre with female trainees |
| $n =$ | 41 | 21 | 41 | 21 |

Percentage distribution:

| Scale | Pretest | | Posttest | |
|-----------------|---------|----|----------|----|
| A = 1 | 21 | 52 | 5 | 33 |
| B = 2 | 26 | 9 | 29 | 33 |
| C = 3 | 19 | 5 | 19 | 10 |
| D = 4 | 14 | 14 | 10 | 5 |
| E = 5 | 0 | 14 | 2 | 10 |
| F = 6 | 14 | 5 | 17 | 0 |
| G = 7 | 0 | 0 | 10 | 0 |
| H = 8 | 2 | 0 | 0 | 5 |
| I = 9 | 2 | 0 | 2 | 0 |
| J = 10 | 0 | 0 | 5 | 5 |
| K = 11 | 0 | 0 | 0 | 0 |
| Median percent: | 84 | 95 | 77 | 90 |

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ITEM 81 (cont)

ANALYSIS FOR "OBSTACLE COURSE" (male and female cadre combined):

Pre vs. Post (Cadre with male trainees): $T = 186.5$, $p = .01^*$

Pre vs. Post (Cadre with female trainees): $T = 36.5$, $p = .27$

Cadre with male trainees vs.

Cadre with female trainees (Pre): $H = 2.53$, $df = 1$, $p = .11$

Cadre with male trainees vs.

Cadre with female trainees (Post): $H = 7.17$, $df = 1$, $p = .01^*$

RESULTS FOR "CONFIDENCE COURSE" (male and female cadre combined):

| | Pretest | | Posttest | |
|--------------------------|-----------------------------------|-------------------------------------|-----------------------------------|-------------------------------------|
| | Cadre with male trainees | Cadre with female trainees | Cadre with male trainees | Cadre with female trainees |
| N = | 42 | 21 | 41 | 21 |
| Percentage distribution: | | | | |
| <u>Scale</u> | | | | |
| A = 1 | 12 | 24 | 5 | 14 |
| B = 2 | 21 | 14 | 32 | 24 |
| C = 3 | 21 | 19 | 10 | 14 |
| D = 4 | 14 | 5 | 12 | 10 |
| E = 5 | 5 | 28 | 5 | 14 |
| F = 6 | 10 | 5 | 15 | 5 |
| G = 7 | 7 | 5 | 5 | 5 |
| H = 8 | 2 | 0 | 5 | 5 |
| I = 9 | 5 | 0 | 2 | 0 |
| J = 10 | 2 | 0 | 10 | 10 |
| K = 11 | 0 | 0 | 0 | 0 |
| Median percent: | 77 | 79 | 72 | 76 |

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ITEM 81 (cont)

ANALYSIS FOR "CONFIDENCE COURSE" (male and female cadre combined):

Pre vs. Post (Cadre with male trainees): $T = 246.0, p = .09$

Pre vs. Post (Cadre with female trainees): $T = 47.0, p = .23$

Cadre with male trainees vs.

cadre with female trainees (Pre): $H = .55, df = 1, p = .46$

Cadre with male trainees vs.

cadre with female trainees (Post): $H = .38, df = 1, p = .54$

ITEM 82. How easy or hard will the training be for men and women trainees in each training area? (Choose one for both men and women for each training area.)

| | Extremely Hard | Very Hard | Hard | So-So | Fairly Easy |
|-------------------------------|-------------------|--------------|------|-------|----------------|
| Basic military skills | | | | | |
| Men trainees | A | B | C | D | E |
| Women trainees | A | B | C | D | E |
| Weapons training | | | | | |
| Men trainees | A | B | C | D | E |
| Women trainees | A | B | C | D | E |
| Physical fitness conditioning | | | | | |
| Men trainees | A | B | C | D | E |
| Women trainees | A | B | C | D | E |
| Tactical training | | | | | |
| Men trainees | A | B | C | D | E |
| Women trainees | A | B | C | D | E |
| Field training | | | | | |
| Men trainees | A | B | C | D | E |
| Women trainees | A | B | C | D | E |

RESULTS FOR "BASIC MILITARY SKILLS" (male and female cadre combined):

| | <u>Pretest</u> | | <u>Posttest</u> | |
|--------------------------------------|---------------------------------------------|-----------------------------------------------|---------------------------------------------|-----------------------------------------------|
| | <u>Cadre with male trainees</u> | <u>Cadre with female trainees</u> | <u>Cadre with male trainees</u> | <u>Cadre with female trainees</u> |
| Expectations regarding male trainees | | | | |
| N = | 42 | 21 | 41 | 21 |
| Percentage distribution: | | | | |
| <u>Scale</u> | | | | |
| A = 1 | 7 | 0 | 10 | 0 |
| B = 2 | 7 | 0 | 12 | 0 |
| C = 3 | 38 | 29 | 29 | 52 |
| D = 4 | 26 | 43 | 32 | 24 |
| E = 5 | 21 | 28 | 17 | 24 |
| Median rating: | 3.45 | 3.99 | 3.47 | 3.46 |

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ITEM 82 (cont.)

Expectations regarding female trainees

| | | | | |
|--------------------------|------|------|------|------|
| N = | 42 | 21 | 40 | 21 |
| Percentage distribution: | | | | |
| <u>Scale</u> | | | | |
| A = 1 | 7 | 0 | 8 | 5 |
| B = 2 | 12 | 5 | 10 | 5 |
| C = 3 | 24 | 0 | 15 | 43 |
| D = 4 | 21 | 38 | 32 | 10 |
| E = 5 | 36 | 57 | 35 | 38 |
| Median rating: | 3.83 | 4.62 | 4.03 | 3.43 |

ANALYSIS FOR "BASIC MILITARY SKILLS" (male and female cadre combined):

Expectations regarding male trainees

Pre vs. Post (Cadre with male trainees): $T = 183.5, p = .33$

Pre vs. Post (Cadre with female trainees): $T = 13.5, p = .08$

Cadre with male trainees vs.

Cadre with female trainees (Pre): $H = 3.11, df = 1, p = .08$

Cadre with male trainees vs.

Cadre with female trainees (Post): $H = .85, df = 1, p = .85$

Expectations regarding female trainees

Pre vs. Post (Cadre with male trainees): $T = 139.5, p = .38$

Pre vs. Post (Cadre with female trainees): $T = 19.0, p < .01^*$

Cadre with male trainees vs.

Cadre with female trainees (Pre): $H = 5.95, df = 1, p = .02^*$

Cadre with male trainees vs.

Cadre with female trainees (Post): $H = .11, df = 1, p = .75$

(cont next page)

ITEM 82 (cont)

RESULTS FOR "WEAPONS TRAINING" (male and female cadre combined):

| | <u>Pretest</u> | | <u>Posttest</u> | |
|----------------------------------------|---------------------------------------------|-----------------------------------------------|---------------------------------------------|-----------------------------------------------|
| | <u>Cadre with male trainees</u> | <u>Cadre with female trainees</u> | <u>Cadre with male trainees</u> | <u>Cadre with female trainees</u> |
| Expectations regarding male trainees | | | | |
| N = | 42 | 21 | 41 | 21 |
| Percentage distribution: | | | | |
| <u>Scale</u> | | | | |
| A = 1 | 7 | 0 | 10 | 0 |
| B = 2 | 5 | 0 | 10 | 0 |
| C = 3 | 26 | 29 | 37 | 52 |
| D = 4 | 43 | 57 | 32 | 24 |
| E = 5 | 19 | 14 | 12 | 24 |
| Median rating: | 3.78 | 3.87 | 3.31 | 3.46 |
| Expectations regarding female trainees | | | | |
| N = | 42 | 21 | 40 | 21 |
| Percentage distribution: | | | | |
| <u>Scale</u> | | | | |
| A = 1 | 7 | 0 | 5 | 0 |
| B = 2 | 19 | 0 | 18 | 29 |
| C = 3 | 29 | 52 | 27 | 38 |
| D = 4 | 31 | 43 | 33 | 14 |
| E = 5 | 14 | 5 | 17 | 19 |
| Median rating: | 3.33 | 3.46 | 3.50 | 3.05 |

(cont next page)

ITEM 82 (cont)

ANALYSIS FOR "WEAPONS TRAINING" (male and female cadre combined):

Expectations regarding male trainees

Pre vs. Post (Cadre with male trainees): $T = 113.5, p = .06$

Pre vs. Post (Cadre with female trainees): $T = 30.0, p = .24$

Cadre with male trainees vs.

Cadre with female trainees (Pre): $H = .32, df = 1, p = .57$

Cadre with male trainees vs.

Cadre with female trainees (Post): $H = 1.58, df = 1, p = .21$

Expectations regarding female trainees

Pre vs. Post (Cadre with male trainees): $T = 206.0, p = .40$

Pre vs. Post (Cadre with female trainees): $T = 40.0, p = .13$

Cadre with male trainees vs.

Cadre with female trainees (Pre): $H = .60, df = 1, p = .44$

Cadre with male trainees vs.

Cadre with female trainees (Post): $H = .50, df = 1, p = .48$

RESULTS FOR "PHYSICAL FITNESS CONDITIONING" (male and female cadre combined):

| | <u>Pretest</u> | | <u>Posttest</u> | |
|--------------------------------------|---------------------------------------------|-----------------------------------------------|---------------------------------------------|-----------------------------------------------|
| | <u>Cadre with male trainees</u> | <u>Cadre with female trainees</u> | <u>Cadre with male trainees</u> | <u>Cadre with female trainees</u> |
| Expectations regarding male trainees | | | | |
| N = | 42 | 21 | 42 | 21 |
| Percentage distribution: | | | | |
| <u>Scale</u> | | | | |
| A = 1 | 5 | 0 | 7 | 0 |
| B = 2 | 10 | 5 | 12 | 10 |
| C = 3 | 36 | 48 | 36 | 43 |
| D = 4 | 26 | 29 | 36 | 28 |
| E = 5 | 24 | 19 | 10 | 19 |
| Median ratings: | 3.47 | 3.44 | 3.36 | 3.43 |

(cont next page)

ITEM 82 (cont)

Expectations regarding female trainees

N = 42 21 41 21

Percentage distribution:

Scale

| | | | | |
|-------|----|----|----|----|
| A = 1 | 19 | 14 | 27 | 14 |
| B = 2 | 24 | 38 | 20 | 43 |
| C = 3 | 17 | 43 | 19 | 24 |
| D = 4 | 26 | 5 | 27 | 19 |
| E = 5 | 14 | 0 | 7 | 0 |

Median ratings: 2.91 2.45 2.66 2.34

ANALYSIS FOR "PHYSICAL FITNESS CONDITIONING" (male and female cadre combined):

Expectations regarding male trainees

Pre vs. Post (Cadre with male trainees): $T = 159.0, p = .16$

Pre vs. Post (Cadre with female trainees): $T = 57.0, p = .43$

Cadre with male trainees vs.

Cadre with female trainees (Pre): $H = .01, df = 1, p = .94$

Cadre with male trainees vs.

Cadre with female trainees (Post): $H = .65, df = 1, p = .42$

Expectations regarding female trainees

Pre vs. Post (Cadre with male trainees): $T = 211.0, p = .23$

Pre vs. Post (Cadre with female trainees): $T = 44.0, p = .46$

Cadre with male trainees vs.

Cadre with female trainees (Pre): $H = 2.29, df = 1, p = .13$

Cadre with male trainees vs.

Cadre with female trainees (Post): $H = .12, df = 1, p = .73$

(cont next page)

ITEM 82 (cont)

RESULTS FOR "TACTICAL TRAINING" (male and female cadre combined):

| | <u>Pretest</u> | | <u>Posttest</u> | |
|----------------------------------------|---------------------------------------------|-----------------------------------------------|---------------------------------------------|-----------------------------------------------|
| | <u>Cadre with male trainees</u> | <u>Cadre with female trainees</u> | <u>Cadre with male trainees</u> | <u>Cadre with female trainees</u> |
| Expectations regarding male trainees | | | | |
| N = | 42 | 21 | 42 | 21 |
| Percentage distribution: | | | | |
| <u>Scale</u> | | | | |
| A = 1 | 2 | 0 | 10 | 0 |
| B = 2 | 10 | 0 | 17 | 5 |
| C = 3 | 38 | 33 | 31 | 43 |
| D = 4 | 31 | 57 | 40 | 29 |
| E = 5 | 19 | 10 | 2 | 24 |
| Median rating: | 3.50 | 3.80 | 3.24 | 3.57 |
| Expectations regarding female trainees | | | | |
| N = | 41 | 21 | 41 | 21 |
| Percentage distribution: | | | | |
| <u>Scale</u> | | | | |
| A = 1 | 5 | 0 | 10 | 0 |
| B = 2 | 22 | 14 | 24 | 29 |
| C = 3 | 29 | 43 | 32 | 33 |
| D = 4 | 34 | 33 | 29 | 14 |
| E = 5 | 10 | 10 | 5 | 24 |
| Median rating: | 3.29 | 3.34 | 3.00 | 3.14 |

(cont next page)

ITEM 82 (cont)

ANALYSIS FOR "TACTICAL TRAINING" (male and female cadre combined):

Expectations regarding male trainees

Pre vs. Post (Cadre with male trainees): $T = 118.0, p = .04^*$

Pre vs. Post (Cadre with female trainees): $T = 36.0, p = .41$

Cadre with male trainees vs.

Cadre with female trainees (Pre): $H = .75, df = 1, p = .39$

Cadre with male trainees vs.

Cadre with female trainees (Post): $H = 3.76, df = 1, p = .05^*$

Expectations regarding female trainees

Pre vs. Post (Cadre with male trainees): $T = 133.0, p = .14$

Pre vs. Post (Cadre with female trainees): $T = 59.0, p = .48$

Cadre with male trainees vs.

Cadre with female trainees (Pre): $H = .38, df = 1, p = .54$

Cadre with male trainees vs.

Cadre with female trainees (Post): $H = 1.33, df = 1, p = .25$

RESULTS FOR "FIELD TRAINING" (male and female cadre combined):

| | Pretest | | Posttest | |
|--------------------------------------|-----------------------------------|-------------------------------------|-----------------------------------|-------------------------------------|
| | Cadre with male trainees | Cadre with female trainees | Cadre with male trainees | Cadre with female trainees |
| Expectations regarding male trainees | | | | |
| N = | 42 | 21 | 42 | 21 |
| Percentage distribution: | | | | |
| Scale | | | | |
| A = 1 | 2 | 0 | 10 | 0 |
| B = 2 | 5 | 0 | 7 | 5 |
| C = 3 | 31 | 10 | 31 | 24 |
| D = 4 | 40 | 52 | 38 | 52 |
| E = 5 | 21 | 36 | 14 | 19 |
| Median rating: | 3.80 | 4.27 | 3.55 | 3.90 |

(cont next page)

ITEM 82 (cont)

Expectations regarding female trainees

| | | | | |
|--------------------------|------|------|------|------|
| N = | 42 | 21 | 41 | 21 |
| Percentage distribution: | | | | |
| <u>Scale</u> | | | | |
| A = 1 | 7 | 0 | 10 | 0 |
| B = 2 | 14 | 5 | 22 | 10 |
| C = 3 | 29 | 19 | 22 | 48 |
| D = 4 | 33 | 52 | 34 | 33 |
| E = 5 | 17 | 24 | 12 | 9 |
| Median rating: | 3.50 | 4.00 | 3.32 | 3.33 |

ANALYSIS FOR "FIELD TRAINING" (male and female cadre combined):

Expectations regarding male trainees

Pre vs. Post (Cadre with male trainees): $T = 172.0, p = .11$

Pre vs. Post (Cadre with female trainees): $T = 16.5, p = .04^*$

Cadre with male trainees vs.

Cadre with female trainees (Pre): $H = 5.26, df = 1, p = .02^*$

Cadre with male trainees vs.

Cadre with female trainees (Post): $H = 2.19, df = 1, p = .14$

Expectations regarding female trainees

Pre vs. Post (Cadre with male trainees): $T = 197.0, p = .16$

Pre vs. Post (Cadre with female trainees): $T = 10.0, p = .01^*$

Cadre with male trainees vs.

Cadre with female trainees (Pre): $H = 3.67, df = 1, p = .06$

Cadre with male trainees vs.

Cadre with female trainees (Post): $H = .61, df = 1, p = .43$

ITEM 83. Compared with men trainees, how much pressure would you put on women trainees to pass each training area? (Choose one for each training area.)
[CD]

| | More | Same | Less |
|---------------------------------------|------|------|------|
| Basic military skills tests | A | B | C |
| Weapons tests | A | B | C |
| Physical fitness & conditioning tests | A | B | C |
| Tactical training tests | A | B | C |
| Field training tests | A | B | C |

RESULTS FOR "BASIC MILITARY SKILLS TESTS" (male and female cadre combined):

| | Pretest | | Posttest | |
|--------------------------|--------------------------|----------------------------|--------------------------|----------------------------|
| | Cadre with male trainees | Cadre with female trainees | Cadre with male trainees | Cadre with female trainees |
| N = | 42 | 21 | 41 | 21 |
| Percentage distribution: | | | | |
| <u>Scale</u> | | | | |
| A = 1 | 5 | 0 | 12 | 9 |
| B = 2 | 88 | 86 | 66 | 62 |
| C = 3 | 7 | 14 | 22 | 29 |
| Median rating: | 2.01 | 2.08 | 2.08 | 2.16 |

ANALYSIS FOR "BASIC MILITARY SKILLS TESTS" (male and female cadre combined):

Pre vs. Post (Cadre with male trainees): $T = 49.5$, $p = .28$

Pre vs. Post (Cadre with female trainees): $T = 12.0$, $p = .37$

Cadre with male trainees vs.

Cadre with female trainees (Pre): $H = 1.56$, $df = 1$, $p = .21$

Cadre with male trainees vs.

Cadre with female trainees (Post): $H = .36$, $df = 1$, $p = .55$

(cont next page)

ITEM 83 (cont)

RESULTS FOR "WEAPONS TESTS" (male and female cadre combined):

| | <u>Pretest</u> | | <u>Posttest</u> | |
|--------------------------|---------------------------------------------|-----------------------------------------------|---------------------------------------------|-----------------------------------------------|
| | <u>Cadre with male trainees</u> | <u>Cadre with female trainees</u> | <u>Cadre with male trainees</u> | <u>Cadre with female trainees</u> |
| N = | 42 | 21 | 41 | 21 |
| Percentage distribution: | | | | |
| <u>Scale</u> | | | | |
| A = 1 | 14 | 33 | 17 | 29 |
| B = 2 | 83 | 62 | 61 | 62 |
| C = 3 | 2 | 5 | 22 | 9 |
| Median rating: | 1.93 | 1.77 | 2.04 | 1.84 |

ANALYSIS FOR "WEAPONS TESTS" (male and female cadre combined):

Pre vs. Post (Cadre with male trainees): $T = 40.0$, $p = .07$

Pre vs. Post (Cadre with female trainees): $T = 22.0$, $p = .29$

Cadre with male trainees vs.

Cadre with female trainees (Pre): $H = 2.06$, $df = 1$, $p = .15$

Cadre with male trainees vs.

Cadre with female trainees (Post): $H = 2.02$, $df = 1$, $p = .16$

(cont next page)

ITEM 83 (cont)

RESULTS FOR "PHYSICAL FITNESS & CONDITIONING TESTS" (male and female cadre combined):

| | Pretest | | Posttest | |
|--------------------------|-----------------------------------|-------------------------------------|-----------------------------------|-------------------------------------|
| | Cadre with male trainees | Cadre with female trainees | Cadre with male trainees | Cadre with female trainees |
| N = | 42 | 21 | 41 | 21 |
| Percentage distribution: | | | | |
| <u>Scale</u> | | | | |
| A = 1 | 26 | 52 | 27 | 38 |
| B = 2 | 69 | 38 | 39 | 38 |
| C = 3 | 5 | 10 | 34 | 24 |
| Median rating: | 1.85 | 1.46 | 2.09 | 1.82 |

ANALYSIS FOR "PHYSICAL FITNESS & CONDITIONING TESTS" (male and female cadre combined):

Pre vs. Post (Cadre with male trainees): $T = 59.5$, $p = .03^*$

Pre vs. Post (Cadre with female trainees): $T = 3.5$, $p = .04^*$

Cadre with male trainees vs.

Cadre with female trainees (Pre): $H = 2.52$, $df = 1$, $p = .11$

Cadre with male trainees vs.

Cadre with female trainees (Post): $H = 1.04$, $df = 1$, $p = .31$

(cont next page)

ITEM 83 (cont)

RESULTS FOR "TACTICAL TRAINING TESTS" (male and female cadre combined):

| | <u>Pretest</u> | | <u>Posttest</u> | |
|--------------------------|---------------------------------------------|-----------------------------------------------|---------------------------------------------|-----------------------------------------------|
| | <u>Cadre with male trainees</u> | <u>Cadre with female trainees</u> | <u>Cadre with male trainees</u> | <u>Cadre with female trainees</u> |
| N = | 42 | 21 | 41 | 21 |
| Percentage distribution: | | | | |
| <u>Scale</u> | | | | |
| A = 1 | 19 | 38 | 22 | 29 |
| B = 2 | 76 | 43 | 51 | 67 |
| C = 3 | 5 | 19 | 27 | 5 |
| Median rating: | 1.91 | 1.78 | 2.05 | 1.81 |

ANALYSIS FOR "TACTICAL TRAINING TESTS" (male and female cadre combined):

Pre vs. Post (Cadre with male trainees): $T = 69.5$, $p = .09$

Pre vs. Post (Cadre with female trainees): $T = 16.0$, $p = .39$

Cadre with male trainees vs.

Cadre with female trainees (Pre): $H = .25$, $df = 1$, $p = .62$

Cadre with male trainees vs.

Cadre with female trainees (Post): $H = 2.50$, $df = 1$, $p = .11$

(cont next page)

ITEM 83 (cont)

RESULTS FOR "FIELD TRAINING TESTS" (male and female cadre combined):

| | <u>Pretest</u> | | <u>Posttest</u> | |
|--------------------------|---------------------------------------------|-----------------------------------------------|---------------------------------------------|-----------------------------------------------|
| | <u>Cadre with male trainees</u> | <u>Cadre with female trainees</u> | <u>Cadre with male trainees</u> | <u>Cadre with female trainees</u> |
| N = | 42 | 21 | 41 | 21 |
| Percentage distribution. | | | | |
| <u>Scale</u> | | | | |
| A = 1 | 9 | 24 | 22 | 19 |
| B = 2 | 86 | 67 | 49 | 62 |
| C = 3 | 5 | 9 | 29 | 19 |
| Median rating: | 1.98 | 1.89 | 2.07 | 2.00 |

ANALYSIS FOR "FIELD TRAINING TESTS" (male and female cadre combined):

Pre vs. Post (Cadre with male trainees): $T = 90.5$, $p = .19$

Pre vs. Post (Cadre with female trainees): $T = 12.0$, $p = .20$

Cadre with male trainees vs.

Cadre with female trainees (Pre): $H = .72$, $df = 1$, $p = .40$

Cadre with male trainees vs.

Cadre with female trainees (Post): $H = .17$, $df = 1$, $p = .68$

ITEM 84. Compared with men trainees, how much would you really care
 [CD] whether or not women trainees pass each training area?
 (Choose one for each training area.)

| | More | Same | Less |
|---------------------------------------|------|------|------|
| Basic military skills tests | A | B | C |
| Weapons tests | A | B | C |
| Physical fitness & conditioning tests | A | B | C |
| Tactical training tests | A | B | C |
| Field training tests | A | B | C |

RESULTS FOR "BASIC MILITARY SKILLS TESTS" (male and female cadre combined):

| | Pretest | | Posttest | |
|--------------------------|-----------------------------------|-------------------------------------|-----------------------------------|-------------------------------------|
| | Cadre with male trainees | Cadre with female trainees | Cadre with male trainees | Cadre with female trainees |
| n = | 42 | 21 | 41 | 21 |
| Percentage distribution: | | | | |
| <u>Scale</u> | | | | |
| A = 1 | 19 | 38 | 17 | 33 |
| B = 2 | 81 | 62 | 66 | 67 |
| C = 3 | 0 | 0 | 17 | 0 |
| Median rating: | 1.88 | 1.69 | 2.00 | 1.75 |

ANALYSIS FOR "BASIC MILITARY SKILLS TESTS" (male and female cadre combined):

Pre vs. Post (Cadre with male trainees): $T = 30.0$, $p = .04^*$

Pre vs. Post (Cadre with female trainees): $T = 12.0$, $p = .37$

Cadre with male trainees vs.
 cadre with female trainees (Pre): $H = 2.64$, $df = 1$, $p = .10$

Cadre with male trainees vs.
 cadre with female trainees (Post): $H = 4.49$, $df = 1$, $p = .03^*$

(cont next page)

ITEM 84 (cont)

RESULTS FOR "WEAPONS TESTS" (male and female cadre combined):

| | Pretest | | Posttest | |
|--------------------------|-----------------------------------|-------------------------------------|-----------------------------------|-------------------------------------|
| | Cadre with male trainees | Cadre with female trainees | Cadre with male trainees | Cadre with female trainees |
| n = | 42 | 21 | 41 | 21 |
| Percentage distribution: | | | | |
| <u>Scale</u> | | | | |
| A = 1 | 14 | 38 | 15 | 38 |
| B = 2 | 83 | 57 | 68 | 62 |
| C = 3 | 2 | 5 | 17 | 0 |
| Median rating: | 1.93 | 1.71 | 2.01 | 1.69 |

ANALYSIS FOR "WEAPONS TESTS" (male and female cadre combined):

Pre vs. Post (Cadre with male trainees): $T = 33.0$, $p = .11$

Pre vs. Post (Cadre with female trainees): $T = 4.0$, $p = .36$

Cadre with male trainees vs.

cadre with female trainees (Pre): $H = 3.24$, $df = 1$, $p = .07$

Cadre with male trainees vs.

cadre with female trainees (Post): $H = 6.80$, $df = 1$, $p = .01^*$

(cont next page)

ITEM 84 (cont)

RESULTS FOR "PHYSICAL FITNESS & CONDITIONING TESTS" (male and female cadre combined):

| | Pretest | | Posttest | |
|--------------------------|-----------------------------------|-------------------------------------|-----------------------------------|-------------------------------------|
| | Cadre with male trainees | Cadre with female trainees | Cadre with male trainees | Cadre with female trainees |
| N = | 42 | 21 | 41 | 21 |
| Percentage distribution: | | | | |
| <u>Scale</u> | | | | |
| A = 1 | 17 | 33 | 17 | 43 |
| B = 2 | 29 | 62 | 59 | 57 |
| C = 3 | 5 | 5 | 24 | 0 |
| Median rating: | 1.92 | 1.94 | 2.06 | 1.62 |

ANALYSIS FOR "PHYSICAL FITNESS & CONDITIONING TESTS" (male and female cadre combined):

Pre vs. Post (Cadre with male trainees): $T = 51.5$, $p = .07$

Pre vs. Post (Cadre with female trainees): $T = 3.0$, $p = .11$

Cadre with male trainees vs.
cadre with female trainees (Pre): $H = 1.74$, $df = 1$, $p = .19$

Cadre with male trainees vs.
cadre with female trainees (Post): $H = 8.26$, $df = 1$, $p = .01^*$

(cont next page)

ITEM 84 (cont)

RESULTS FOR "TACTICAL TRAINING TESTS" (male and female cadre combined):

| | Pretest | | Posttest | |
|--------------------------|-----------------------------------|-------------------------------------|-----------------------------------|-------------------------------------|
| | Cadre with male trainees | Cadre with female trainees | Cadre with male trainees | Cadre with female trainees |
| N = | 42 | 20 | 41 | 21 |
| Percentage distribution: | | | | |
| <u>Scale</u> | | | | |
| A = 1 | 14 | 35 | 17 | 43 |
| B = 2 | 81 | 55 | 66 | 48 |
| C = 3 | 5 | 10 | 17 | 5 |
| Median rating: | 1.94 | 1.77 | 2.00 | 1.54 |

ANALYSIS FOR "TACTICAL TRAINING TESTS" (male and female cadre combined):

Pre vs. Post (Cadre with male trainees): $T = 37.5, p = .17$

Pre vs. Post (Cadre with female trainees): $T = 2.0, p = .14$

Cadre with male trainees vs.

cadre with female trainees (Pre): $H = 2.45, df = 1, p = .12$

Cadre with male trainees vs.

cadre with female trainees (Post): $H = 6.77, df = 1, p = .01^*$

(cont next page)

ITEM 84 (cont)

RESULTS FOR "FIELD TRAINING TESTS" (male and female cadre combined):

| | Pretest | | Posttest | |
|--------------------------|-----------------------------------|-------------------------------------|-----------------------------------|-------------------------------------|
| | Cadre with male trainees | Cadre with female trainees | Cadre with male trainees | Cadre with female trainees |
| N = | 42 | 20 | 41 | 21 |
| Percentage distribution: | | | | |
| Scale | | | | |
| A = 1 | 12 | 25 | 14 | 57 |
| B = 2 | 86 | 65 | 71 | 43 |
| C = 3 | 2 | 10 | 15 | 0 |
| Median rating: | 1.94 | 1.88 | 2.01 | 1.38 |

ANALYSIS FOR "FIELD TRAINING TESTS" (male and female cadre combined):

Pre vs. Post (Cadre with male trainees): $T = 37.5$, $p = .17$

Pre vs. Post (Cadre with female trainees): $T = .0$, $p < .01^*$

Cadre with male trainees vs.

cadre with female trainees (Pre): $H = .87$, $df = 1$, $p = .35$

Cadre with male trainees vs.

cadre with female trainees (Post): $H = 13.10$, $df = 1$, $p < .001^*$

ITEM 85. Which of the training areas was the most difficult for your trainees to pass? The second most difficult? Third? Fourth? and least difficult? Rank the five training areas according to difficulty of training. Assign a "1" to the most difficult, a "2" to the next most difficult, and so on, giving a "5" to the least difficult area.

- A. _____ Basic military skills tests
- B. _____ Weapons tests
- C. _____ Physical fitness & conditioning tests
- D. _____ Tactical training tests
- E. _____ Field training tests

RESULTS (male and female cadre combined):

| | Cadre with | |
|-----|----------------------|------------------------|
| | <u>male trainees</u> | <u>female trainees</u> |
| N = | 42 | 21 |

Percentage distribution:

A. Basic military skills tests

Rank

| | | |
|---|----|----|
| 1 | 48 | 10 |
| 2 | 19 | 0 |
| 3 | 12 | 19 |
| 4 | 12 | 9 |
| 5 | 9 | 62 |

B. Weapons tests

Rank

| | | |
|---|----|----|
| 1 | 21 | 0 |
| 2 | 31 | 33 |
| 3 | 19 | 33 |
| 4 | 19 | 29 |
| 5 | 10 | 5 |

(cont next page)

ITEM 85 (cont)

C. Physical fitness & conditioning tests

Rank

| | | |
|---|----|----|
| 1 | 17 | 71 |
| 2 | 21 | 14 |
| 3 | 28 | 5 |
| 4 | 17 | 0 |
| 5 | 17 | 10 |

D. Tactical training tests

Rank

| | | |
|---|----|----|
| 1 | 10 | 10 |
| 2 | 21 | 52 |
| 3 | 21 | 14 |
| 4 | 43 | 24 |
| 5 | 5 | 0 |

E. Field training tests

Rank

| | | |
|---|----|----|
| 1 | 10 | 5 |
| 2 | 10 | 0 |
| 3 | 14 | 43 |
| 4 | 7 | 33 |
| 5 | 59 | 19 |

Distribution of median ranks:

[Note. Numbers in parentheses indicate the rank order of the median rank within its column.]

Area

| | | |
|---|----------|----------|
| A | 1.61 (1) | 4.69 (5) |
| B | 2.44 (2) | 3.02 (3) |
| C | 2.93 (3) | 1.20 (1) |
| D | 3.40 (4) | 2.27 (2) |
| E | 4.65 (5) | 3.56 (4) |

(cont next page)

ITEM 85 (cont)

ANALYSIS (male and female cadre combined):

A. Basic military skills tests

$H = 19.46, df = 1, p < .001^*$

B. Weapons tests

$H = 1.98, df = 1, p = .16$

C. Physical fitness & conditioning tests

$H = 14.74, df = 1, p < .001^*$

D. Tactical training tests

$H = 4.31, df = 1, p = .04^*$

E. Field training tests

$H = 3.10, df = 1, p = .08$

ITEM 112. How hard or easy did your trainees work to make themselves ready to take the tests for each training area? (Choose one for each area.)

| | Very Hard | Hard | Border-line | Easy | Very Easy |
|---------------------------------------|-----------|------|-------------|------|-----------|
| Basic military skills | A | B | C | D | E |
| Weapons tests | A | B | C | D | E |
| Physical fitness & conditioning tests | A | B | C | D | E |
| Tactical training tests | A | B | C | D | E |
| Field training tests | A | B | C | D | E |

RESULTS FOR "BASIC MILITARY SKILLS" (male and female cadre combined):

N = 42 males, 21 females.

Percentage distribution:

| Scale | Cadre with | |
|----------------|---------------|-----------------|
| | Male trainees | Female trainees |
| A = 1 | 24 | 10 |
| B = 2 | 50 | 57 |
| C = 3 | 24 | 14 |
| D = 4 | 2 | 19 |
| E = 5 | 0 | 0 |
| Median rating: | 2.02 | 2.20 |

ANALYSIS FOR "BASIC MILITARY SKILLS" (male and female cadre combined):

H = 2.00, df = 1, p = .86

(cont next page)

ITEM 112 (cont)

RESULTS FOR "WEAPONS TESTS" (male and female cadre combined):

N = 42 males, 21 females.

Percentage distribution:

| Scale | Cadre with | |
|----------------|---------------|-----------------|
| | Male trainees | Female trainees |
| A = 1 | 29 | 24 |
| B = 2 | 43 | 57 |
| C = 3 | 26 | 19 |
| D = 4 | 2 | 0 |
| E = 5 | 0 | 0 |
| Median rating: | 1.99 | 1.96 |

ANALYSIS FOR "WEAPONS TESTS" (male and female cadre combined):

H = .07, df = 1, p = .79

RESULTS FOR "PHYSICAL FITNESS & CONDITIONING TESTS" (male and female cadre combined):

N = 42 males, 21 females.

Percentage distribution:

| Scale | Cadre with | |
|----------------|---------------|-----------------|
| | Male trainees | Female trainees |
| A = 1 | 26 | 24 |
| B = 2 | 48 | 46 |
| C = 3 | 24 | 28 |
| D = 4 | 2 | 0 |
| E = 5 | 0 | 0 |
| Median rating: | 2.00 | 2.04 |

ANALYSIS FOR "PHYSICAL FITNESS & CONDITIONING TESTS" (male and female cadre combined):

H = .04, df = 1, p = .84

(cont next page)

ITEM 112 (cont)

RESULTS FOR "TACTICAL TRAINING TESTS" (male and female cadre combined):

N = 42 males, 21 females.

Percentage distribution:

| Scale | Cadre with | |
|----------------|---------------|-----------------|
| | Male trainees | Female trainees |
| A = 1 | 24 | 14 |
| B = 2 | 48 | 43 |
| C = 3 | 26 | 28 |
| D = 4 | 2 | 5 |
| E = 5 | 0 | 10 |
| Median rating: | 2.04 | 2.34 |

ANALYSIS FOR "TACTICAL TRAINING TESTS" (male and female cadre combined):

H = 2.08, df = 1, p = .15

RESULTS FOR "FIELD TRAINING TESTS" (male and female cadre combined):

N = 42 males, 21 females.

Percentage distribution:

| Scale | Cadre with | |
|----------------|---------------|-----------------|
| | Male trainees | Female trainees |
| A = 1 | 21 | 14 |
| B = 2 | 43 | 43 |
| C = 3 | 33 | 29 |
| D = 4 | 2 | 14 |
| E = 5 | 0 | 0 |
| Median rating: | 2.17 | 2.34 |

ANALYSIS FOR "FIELD TRAINING TESTS" (male and female cadre combined):

H = .95, df = 1, p = .33

ITEM 113. How much desire did your trainees have for training in each area?
 (D) (Choose one for each area.)

| | Great Desire | Much Desire | Some Desire | Little Desire | No Desire |
|------------------------------------|-----------------|----------------|----------------|------------------|--------------|
| Basic military skills | A | B | C | D | E |
| Weapons training | A | B | C | D | E |
| Physical fitness & conditioning | A | B | C | D | E |
| Tactical training | A | B | C | D | E |
| Field training | A | B | C | D | E |

RESULTS FOR "BASIC MILITARY SKILLS" (male and female cadre combined):

N = 42 males, 21 females.

Percentage distribution:

| Scale | Cadre with | |
|----------------|---------------|-----------------|
| | Male trainees | Female trainees |
| A = 1 | 26 | 19 |
| B = 2 | 19 | 52 |
| C = 3 | 50 | 29 |
| D = 4 | 5 | 0 |
| E = 5 | 0 | 0 |
| Median rating: | 2.60 | 2.10 |

ANALYSIS FOR "BASIC MILITARY SKILLS" (male and female cadre combined):

H = 1.43, df = 1, p = .23

(cont next page)

RESULTS FOR "WEAPONS TRAINING" (male and female cadre combined):

N = 42 males, 21 females.

Percentage distribution:

| Scale | Cadre with | |
|----------------|---------------|-----------------|
| | Male trainees | Female trainees |
| A = 1 | 36 | 19 |
| B = 2 | 36 | 43 |
| C = 3 | 28 | 33 |
| D = 4 | 0 | 0 |
| E = 5 | 0 | 5 |
| Median rating: | 1.89 | 2.22 |

ANALYSIS FOR "WEAPONS TRAINING" (male and female cadre combined):

H = 1.75, df = 1, p = .19

RESULTS FOR "PHYSICAL FITNESS & CONDITIONING" (male and female cadre combined):

N = 42 males, 21 females.

Percentage distribution:

| Scale | Cadre with | |
|----------------|---------------|-----------------|
| | Male trainees | Female trainees |
| A = 1 | 38 | 24 |
| B = 2 | 14 | 43 |
| C = 3 | 41 | 24 |
| D = 4 | 7 | 5 |
| E = 5 | 0 | 5 |
| Median rating: | 2.36 | 2.10 |

ANALYSIS FOR "PHYSICAL FITNESS & CONDITIONING" (male and female cadre combined):

H = .01, df = 1, p = .94

(cont next page)

ITEM 113 (cont)

RESULTS FOR "TACTICAL TRAINING" (male and female cadre combined):

N = 42 males, 21 females.

Percentage distribution:

| Scale | Cadre with | |
|----------------|---------------|-----------------|
| | Male trainees | Female trainees |
| A = 1 | 24 | 10 |
| B = 2 | 24 | 52 |
| C = 3 | 50 | 24 |
| D = 4 | 2 | 9 |
| E = 5 | 0 | 5 |
| Median rating: | 2.54 | 2.27 |

ANALYSIS FOR "TACTICAL TRAINING" (male and female cadre combined):

H = .03, df = 1, p = .86

RESULTS FOR "FIELD TRAINING" (male and female cadre combined):

N = 42 males, 21 females.

Percentage distribution:

| Scale | Cadre with | |
|----------------|---------------|-----------------|
| | Male trainees | Female trainees |
| A = 1 | 26 | 9 |
| B = 2 | 24 | 48 |
| C = 3 | 45 | 28 |
| D = 4 | 5 | 10 |
| E = 5 | 0 | 5 |
| Median rating: | 2.50 | 2.35 |

ANALYSIS FOR "TACTICAL TRAINING" (male and female cadre combined):

H = .32, df = 1, p = .57

SECTION A-7

ITEMS PERTAINING TO CRITERIA FOR TESTING
MALE AND FEMALE TRAINEES IN BIET

(ITEMS 86-102)

ITEM 80. If women soldiers do the same jobs as men soldiers, should they have
[AB] to meet the same job qualification tests as men soldiers? (Choose
one.)

- A. Yes
B. No

RESULTS:

| | Pretest | | Posttest | |
|-----|---------|---------|----------|---------|
| | Males | Females | Males | Females |
| N = | 745 | 688 | 743 | 686 |

Percentage distribution:

Response

| | | | | |
|---------|----|----|----|----|
| A = Yes | 91 | 86 | 91 | 83 |
| B = No | 9 | 14 | 9 | 17 |

ANALYSIS:

Pre vs. Post (Males): $\chi^2 = .25$, $df = 1$, $p = .70$

Pre vs. Post (Females): $\chi^2 = 2.27$, $df = 1$, $p = .15$

Males vs. Females (Pre): $\chi^2 = 8.12$, $df = 1$, $p < .005^*$

Males vs. Females (Post): $\chi^2 = 22.30$, $df = 1$, $p < .001^*$

ITEM 87. Sometimes in war the enemy gets the advantage for awhile and causes a crisis. During these times soldiers who are not in the combat arms may have to defend themselves from the enemy until help can arrive. Do you think that female soldiers should be trained and required to defend themselves in times of crises like all male soldiers are? (Choose one.)

- A. Yes
b. No

RESULTS:

| | Pretest | | Posttest | |
|-----|---------|---------|----------|---------|
| | Males | Females | Males | Females |
| n = | 744 | 686 | 743 | 637 |

Percentage distribution:

Response

| | | | | |
|---------|----|----|----|----|
| A = Yes | 90 | 89 | 88 | 86 |
| B = No | 10 | 11 | 12 | 14 |

ANALYSIS:

Pre vs. Post (Males): $\chi^2 = 1.92$, $df = 1$, $p = .15$

Pre vs. Post (Females): $\chi^2 = 2.86$, $df = 1$, $p = .08$

Males vs. Females (Pre): $\chi^2 = .62$, $df = 1$, $p = .43$

Males vs. Females (Post): $\chi^2 = 1.10$, $df = 1$, $p = .30$

ITEM 36. Since women soldiers are going to do most of the jobs in the Army that men do (except combat jobs), should their basic training be just like the men's also? (Choose one.)

- A. Yes
B. No

RESULTS:

| | Pretest | | Posttest | |
|-----|---------|---------|----------|---------|
| | Males | Females | Males | Females |
| N = | 745 | 688 | 742 | 687 |

Percentage distribution:

Response

| | | | | |
|---------|----|----|----|----|
| A = Yes | 81 | 53 | 77 | 54 |
| B = No | 19 | 47 | 23 | 46 |

ANALYSIS:

Pre vs. Post (Males): $\chi^2 = 2.42$, $df = 1$, $p = .09$

Pre vs. Post (Females): $\chi^2 = .96$, $df = 1$, $p = .34$

Males vs. Females (Pre): $\chi^2 = 124.02$, $df = 1$, $p < .001^*$

Males vs. Females (Post): $\chi^2 = 89.98$, $df = 1$, $p < .001^*$

ITEM 89. If women soldiers are allowed to work in combat jobs, should
[AB] their basic training be just like the men's? (Choose one.)

- A. Yes
B. No

RESULTS:

| | Pretest | | Posttest | |
|-----|---------|---------|----------|---------|
| | Males | Females | Males | Females |
| N = | 745 | 667 | 740 | 688 |

Percentage distribution:

Response

| | | | | |
|---------|----|----|----|----|
| A = Yes | 90 | 88 | 91 | 83 |
| B = No | 10 | 12 | 9 | 17 |

ANALYSIS:

Pre vs. Post (Males): $\chi^2 = .15$, $df = 1$, $p = .70$

Pre vs. Post (Females): $\chi^2 = 7.46$, $df = 1$, $p < .01^*$

Males vs. Females (Pre): $\chi^2 = 2.17$, $df = 1$, $p = .14$

Males vs. Females (Post): $\chi^2 = 21.67$, $df = 1$, $p < .001^*$

ITEM 90. Should women soldiers have to take the same physical fitness tests as men soldiers? (Choose one.)
[AB]

- A. Yes
B. No

RESULTS:

| | Pretest | | Posttest | |
|-----|---------|---------|----------|---------|
| | Males | Females | Males | Females |
| N = | 745 | 688 | 741 | 686 |

Percentage distribution:

Response

| | | | | |
|---------|----|----|----|----|
| A = Yes | 79 | 44 | 68 | 34 |
| B = No | 21 | 56 | 32 | 66 |

ANALYSIS:

Pre vs. Post (Males): $\chi^2 = 23.83$, $df = 1$, $p < .001^*$

Pre vs. Post (Females): $\chi^2 = 18.06$, $df = 1$, $p < .001^*$

Males vs. Females (Pre): $\chi^2 = 181.86$, $df = 1$, $p < .001^*$

Males vs. Females (Post): $\chi^2 = 166.65$, $df = 1$, $p < .001^*$

ITEM 91. Should women soldiers have to take the same weapons training tests
[AB] (on the rifle and hand grenade) as men soldiers? (Choose one.)

- A. Yes
B. No

RESULTS:

| | Pretest | | Posttest | |
|-----|---------|---------|----------|---------|
| | Males | Females | Males | Females |
| N = | 745 | 688 | 743 | 686 |

Percentage distribution:

Response

| | | | | |
|---------|----|----|----|----|
| A = Yes | 94 | 91 | 95 | 91 |
| B = No | 6 | 9 | 9 | 9 |

ANALYSIS:

Pre vs. Post (Males): $\chi^2 = .90$, $df = 1$, $p = .75$

Pre vs. Post (Females): $\chi^2 = .01$, $df = 1$, $p = .99$

Males vs. Females (Pre): $\chi^2 = 3.72$, $df = 1$, $p = .05^*$

Males vs. Females (Post): $\chi^2 = 6.85$, $df = 1$, $p < .01^*$

ITEM 92. Should women soldiers have to take the same field training tests
[AB] (like living outdoors in tents) as men soldiers? (Choose one.)

- A. Yes
B. No

RESULTS:

| | Pretest | | Posttest | |
|-----|---------|---------|----------|---------|
| | Males | Females | Males | Females |
| N = | 745 | 688 | 742 | 685 |

Percentage distribution:

Response

| | | | | |
|---------|----|----|----|----|
| A = Yes | 92 | 91 | 91 | 82 |
| B = No | 8 | 9 | 9 | 18 |

ANALYSIS:

Pre vs. Post (Males): $\chi^2 = .25$, $df = 1$, $p = .32$

Pre vs. Post (Females): $\chi^2 = 23.86$, $df = 1$, $p < .001^*$

Males vs. Females (Pre): $\chi^2 = .21$, $df = 1$, $p = .65$

Males vs. Females (Post): $\chi^2 = 23.21$, $df = 1$, $p < .001^*$

ITEM 93. Should women soldiers have to take the same tactical training tests
 [AB] (like digging foxholes and attacking targets) as men soldiers?
 (Choose one.)

- A. Yes
- B. No

RESULTS:

| | Pretest | | Posttest | |
|-----|---------|---------|----------|---------|
| | Males | Females | Males | Females |
| N = | 745 | 687 | 743 | 686 |

Percentage distribution:

Response

| | | | | |
|---------|----|----|----|----|
| A = Yes | 91 | 77 | 90 | 81 |
| B = No | 9 | 23 | 10 | 19 |

ANALYSIS:

Pre vs. Post (Males): $\chi^2 = .04$, $df = 1$, $p = .85$

Pre vs. Post (Females): $\chi^2 = 3.45$, $df = 1$, $p = .10$

Males vs. Females (Pre): $\chi^2 = 49.95$, $df = 1$, $p < .001^*$

Males vs. Females (Post): $\chi^2 = 27.46$, $df = 1$, $p < .001^*$

ITEM 94. Do you think women soldiers should be allowed to work at any job they choose including combat jobs (like rifleman, tank driver or cannoneer) if they can qualify for it? (Choose one.)

[AB]

- A. Yes
- B. No

RESULTS:

| | Pretest | | Posttest | |
|-----|---------|---------|----------|---------|
| | Males | Females | Males | Females |
| N = | 743 | 685 | 739 | 685 |

Percentage distribution:

Response

| | | | | |
|---------|----|----|----|----|
| A = Yes | 82 | 87 | 78 | 85 |
| B = No | 18 | 13 | 22 | 15 |

ANALYSIS:

Pre vs. Post (Males): $\chi^2 = 5.12$, $df = 1$, $p = .02^*$

Pre vs. Post (Females): $\chi^2 = .42$, $df = 1$, $p = .48$

Males vs. Females (Pre): $\chi^2 = 4.83$, $df = 1$, $p = .03^*$

Males vs. Females (Post): $\chi^2 = 11.43$, $df = 1$, $p < .001^*$

ITEM 95. Do you feel that women soldiers should be kept from working in
[AB] combat jobs? (Choose one.)

- A. Yes
B. No

RESULTS:

| | Pretest | | Posttest | |
|-----|---------|---------|----------|---------|
| | Males | Females | Males | Females |
| N = | 744 | 687 | 738 | 686 |

Percentage distribution:

Response

| | | | | |
|---------|----|----|----|----|
| A = Yes | 31 | 26 | 34 | 24 |
| B = No | 69 | 74 | 66 | 76 |

ANALYSIS:

Pre vs. Post (Males): $\chi^2 = 1.79$, $df = 1$, $p = .23$

Pre vs. Post (Females): $\chi^2 = .59$, $df = 1$, $p = .40$

Males vs. Females (Pre): $\chi^2 = 4.89$, $df = 1$, $p = .03^*$

Males vs. Females (Post): $\chi^2 = 17.49$, $df = 1$, $p < .001^*$

ITEM 96. Do you think women soldiers should be allowed to work in jobs requiring routine lifting of heavy objects which they cannot lift by themselves (co-workers would have to help them)?
[AB] (Choose one.)

- A. Yes
B. No

RESULTS:

| | Pretest | | Posttest | |
|-----|---------|---------|----------|---------|
| | Males | Females | Males | Females |
| N = | 744 | 688 | 738 | 687 |

Percentage distribution:

Response

| | | | | |
|---------|----|----|----|----|
| A = Yes | 34 | 33 | 32 | 36 |
| B = No | 66 | 67 | 68 | 64 |

ANALYSIS:

Pre vs. Post (Males): $\chi^2 = .48$, $df = 1$, $p = .51$

Pre vs. Post (Females): $\chi^2 = .10$, $df = 1$, $p = .75$

Males vs. Females (Pre): $\chi^2 = .18$, $df = 1$, $p = .68$

Males vs. Females (Post): $\chi^2 = 2.15$, $df = 1$, $p = .14$

ITEM 97. Do you think that women soldiers should be kept from working at all jobs that involve heavy lifting? (Choose one.)
[AB]

- A. Yes
B. No

RESULTS:

| | Pretest | | Posttest | |
|-----|---------|---------|----------|---------|
| | Males | Females | Males | Females |
| N = | 744 | 686 | 741 | 686 |

Percentage distribution:

Response

| | | | | |
|---------|----|----|----|----|
| A = Yes | 42 | 30 | 40 | 28 |
| B = No | 58 | 70 | 60 | 72 |

ANALYSIS:

Pre vs. Post (Males): $\chi^2 = .69$, $df = 1$, $p = .60$

Pre vs. Post (Females): $\chi^2 = .48$, $df = 1$, $p = .52$

Males vs. Females (Pre): $\chi^2 = 23.93$, $df = 1$, $p < .001^*$

Males vs. Females (Post): $\chi^2 = 24.03$, $df = 1$, $p < .001^*$

ITEM 98. Since women soldiers will be working in the same jobs as men soldiers, do you think it is fair or unfair to make women take the same physical fitness test as men soldiers? (Choose one.)

- A. Fair
- B. Unfair

RESULTS:

| | Pretest | | Posttest | |
|-----|---------|---------|----------|---------|
| | Males | Females | Males | Females |
| N = | 744 | 683 | 741 | 686 |

Percentage distribution:

| <u>Response</u> | | | | |
|-----------------|----|----|----|----|
| A = Fair | 87 | 67 | 80 | 57 |
| B = Unfair | 13 | 33 | 20 | 43 |

ANALYSIS:

Pre vs. Post (Males): $\chi^2 = 12.87$, $df = 1$, $p < .001^*$

Pre vs. Post (Females): $\chi^2 = 16.58$, $df = 1$, $p < .001^*$

Males vs. Females (Pre): $\chi^2 = 77.49$, $df = 1$, $p < .001^*$

Males vs. Females (Post): $\chi^2 = 86.39$, $df = 1$, $p < .001^*$

ITEM 99. Do you think it is fair or unfair to make women soldiers do these
[AB] road marches and speed marches? (Choose one.)

- A. Fair
B. Unfair

RESULTS:

| | Pretest | | Posttest | |
|-----|---------|---------|----------|---------|
| | Males | Females | Males | Females |
| N = | 743 | 686 | 743 | 687 |

Percentage distribution:

Response

| | | | | |
|------------|----|----|----|----|
| A = Fair | 85 | 74 | 86 | 74 |
| B = Unfair | 15 | 26 | 14 | 26 |

ANALYSIS:

Pre vs. Post (Males): $\chi^2 = .65$, $df = 1$, $p = .60$

Pre vs. Post (Females): $\chi^2 = .02$, $df = 1$, $p = .99$

Males vs. Females (Pre): $\chi^2 = 24.20$, $df = 1$, $p < .001^*$

Males vs. Females (Post): $\chi^2 = 35.20$, $df = 1$, $p = .001^*$

ITEM 100. Do you think it is fair or unfair to make women soldiers take the fire and maneuver course? (Choose one.)
[AB]

- A. Fair
B. Unfair

RESULTS:

| | Pretest | | Posttest | |
|-----|---------|---------|----------|---------|
| | Males | Females | Males | Females |
| N = | 742 | 684 | 742 | 688 |

Percentage distribution:

Response

| | | | | |
|------------|----|----|----|----|
| A = Fair | 87 | 86 | 87 | 81 |
| B = Unfair | 13 | 14 | 13 | 19 |

ANALYSIS:

Pre vs. Post (Males): $\chi^2 = 1.73$, $df = 1$, $p = .20$

Pre vs. Post (Females): $\chi^2 = .27$, $df = 1$, $p = .70$

Males vs. Females (Pre): $\chi^2 = .71$, $df = 1$, $p = .40$

Males vs. Females (Post): $\chi^2 = 6.75$, $df = 1$, $p < .01^*$

ITEM 101. Do you think it is fair or unfair to make women trainees pass the same tests as men trainees in the following training subjects?
 [CD] (Choose one for each subject.)

| | Fair | Unfair |
|------------------------|------|--------|
| Physical fitness tests | A | B |
| Road & speed marches | A | B |
| Fire & maneuver course | A | B |
| Obstacle course | A | B |
| Confidence course | A | B |

RESULTS FOR "PHYSICAL FITNESS TESTS" (male and female cadre combined):

| | Pretest | | Posttest | |
|--------------------------|--------------------------|----------------------------|--------------------------|----------------------------|
| | Cadre with male trainees | Cadre with female trainees | Cadre with male trainees | Cadre with female trainees |
| N = | 42 | 21 | 41 | 21 |
| Percentage distribution: | | | | |
| <u>Response</u> | | | | |
| A = fair | 74 | 62 | 51 | 38 |
| B = unfair | 26 | 38 | 49 | 62 |

ANALYSIS FOR "PHYSICAL FITNESS TESTS" (male and female cadre combined):

Pre vs. Post (Cadre with male trainees): $\chi^2 = 4.92$, df = 1, p < .05*

Pre vs. Post (Cadre with female trainees): $\chi^2 = 1.78$, df = 1, p = .19

Cadre with male trainees vs.

Cadre with female trainees (Pre): $\chi^2 = .94$, df = 1, p = .33

Cadre with male trainees vs.

Cadre with female trainees (Post): $\chi^2 = .96$, df = 1, p = .33

(cont next page)

ITEM 101 (cont)

RESULTS FOR "ROAD & SPEED MARCHES" (male and female cadre combined):

| | Pretest | | Posttest | |
|--------------------------|-----------------------------------|-------------------------------------|-----------------------------------|-------------------------------------|
| | Cadre with male trainees | Cadre with female trainees | Cadre with male trainees | Cadre with female trainees |
| N = | 42 | 21 | 41 | 21 |
| Percentage distribution: | | | | |
| <u>Response</u> | | | | |
| A = fair | 76 | 81 | 71 | 71 |
| B = unfair | 24 | 19 | 29 | 29 |

ANALYSIS FOR "ROAD & SPEED MARCHES" (male and female cadre combined):

Pre vs. Post (Cadre with male trainees): $\chi^2 = .83$, $df = 1$, $p = .45$

Pre vs. Post (Cadre with female trainees): $\chi^2 = .17$, $df = 1$, $p = .93$

Cadre with male trainees vs.

Cadre with female trainees (Pre): $\chi^2 = .18$, $df = 1$, $p = .67$

Cadre with male trainees vs.

Cadre with female trainees (Post): $\chi^2 = .00$, $df = 1$, $p = 1.00$

RESULTS FOR "FIRE & MANEUVER COURSE" (male and female cadre combined):

| | Pretest | | Posttest | |
|--------------------------|-----------------------------------|-------------------------------------|-----------------------------------|-------------------------------------|
| | Cadre with male trainees | Cadre with female trainees | Cadre with male trainees | Cadre with female trainees |
| N = | 42 | 21 | 42 | 21 |
| Percentage distribution: | | | | |
| <u>Response</u> | | | | |
| A = fair | 83 | 90 | 78 | 81 |
| B = unfair | 17 | 10 | 22 | 19 |

(cont next page)

ITEM 101 (cont)

ANALYSIS FOR "FIRE & MANEUVER COURSE" (male and female cadre combined):

Pre vs. Post (Cadre with male trainees): $\chi^2 = .83$, $df = 1$, $p = .45$

Pre vs. Post (Cadre with female trainees): $\chi^2 = .25$, $df = 1$, $p = .86$

Cadre with male trainees vs.

Cadre with female trainees (Pre): $\chi^2 = .58$, $df = 1$, $p = .45$

Cadre with male trainees vs.

Cadre with female trainees (Post): $\chi^2 = .07$, $df = 1$, $p = .79$

RESULTS FOR "OBSTACLE COURSE" (male and female cadre combined):

| | <u>Pretest</u> | | <u>Posttest</u> | |
|--------------------------|---------------------------------------------|-----------------------------------------------|---------------------------------------------|-----------------------------------------------|
| | <u>Cadre with male trainees</u> | <u>Cadre with female trainees</u> | <u>Cadre with male trainees</u> | <u>Cadre with female trainees</u> |
| N = | 42 | 21 | 41 | 21 |
| Percentage distribution: | | | | |
| <u>Response</u> | | | | |
| A = fair | 86 | 86 | 76 | 86 |
| B = unfair | 14 | 14 | 24 | 14 |

ANALYSIS FOR "OBSTACLE COURSE" (male and female cadre combined):

Pre vs. Post (Cadre with male trainees): $\chi^2 = .64$, $df = 1$, $p = .42$

Pre vs. Post (Cadre with female trainees): $\chi^2 = .00$, $df = 1$, $p = 1.00$

Cadre with male trainees vs.

Cadre with female trainees (Pre): $\chi^2 = .00$, $df = 1$, $p = 1.00$

Cadre with male trainees vs.

Cadre with female trainees (Post): $\chi^2 = .86$, $df = 1$, $p = .36$

(cont next page)

RESULTS FOR "CONFIDENCE COURSE" (male and female cadre combined):

| | <u>Pretest</u> | | <u>Posttest</u> | |
|--------------------------|---------------------------------------------|-----------------------------------------------|---------------------------------------------|-----------------------------------------------|
| | <u>Cadre with male trainees</u> | <u>Cadre with female trainees</u> | <u>Cadre with male trainees</u> | <u>Cadre with female trainees</u> |
| N = | 42 | 21 | 41 | 21 |
| Percentage distribution: | | | | |
| <u>Response</u> | | | | |
| A = fair | 81 | 76 | 76 | 86 |
| B = unfair | 19 | 24 | 24 | 14 |

ANALYSIS FOR "CONFIDENCE COURSE" (male and female cadre combined):

Pre vs. Post (Cadre with male trainees): $\chi^2 = .07$, $df = 1$, $p = .80$

Pre vs. Post (Cadre with female trainees): $\chi^2 = .17$, $df = 1$, $p = .68$

Cadre with male trainees vs.

Cadre with female trainees (Pre): $\chi^2 = .19$, $df = 1$, $p = .66$

Cadre with male trainees vs.

Cadre with female trainees (Post): $\chi^2 = .86$, $df = 1$, $p = .36$

ITEM 102. In which training areas do you think the tests should be of the same difficulty for both men and women trainees, and in which areas should they be made easier for women trainees? (Choose one for each area.)
[CD]

| | Same Difficulty | Easier for Women |
|---------------------------------------|--------------------|---------------------|
| Basic military skills tests | A | B |
| Weapons tests | A | B |
| Physical fitness & conditioning tests | A | B |
| Tactical training tests | A | B |
| Field training tests | A | B |

RESULTS FOR "BASIC MILITARY SKILLS TESTS" (male and female cadre combined):

| | Pretest | | Posttest | |
|--------------------------|-----------------------------------|-------------------------------------|-----------------------------------|-------------------------------------|
| | Cadre with male trainees | Cadre with female trainees | Cadre with male trainees | Cadre with female trainees |
| N = | 42 | 21 | 42 | 21 |
| Percentage distribution: | | | | |
| <u>Response</u> | | | | |
| A = same | 88 | 81 | 90 | 100 |
| B = easier | 12 | 19 | 10 | 0 |

ANALYSIS FOR "BASIC MILITARY SKILLS TESTS" (male and female cadre combined):

Pre vs. Post (Cadre with male trainees): $\chi^2 = .00$, $df = 1$, $p = 1.00$

Pre vs. Post (Cadre with female trainees): $\chi^2 = 2.25$, $df = 1$, $p = .14$

Cadre with male trainees vs.

Cadre with female trainees (Pre): $\chi^2 = .58$, $df = 1$, $p = .45$

Cadre with male trainees vs.

Cadre with female trainees (Post): $\chi^2 = 2.14$, $df = 1$, $p = .14$

(cont next page)

ITEM 102 (cont)

RESULTS FOR "WEAPONS TESTS" (male and female cadre combined):

| | <u>Pretest</u> | | <u>Posttest</u> | |
|--------------------------|---------------------------------------------|-----------------------------------------------|---------------------------------------------|-----------------------------------------------|
| | <u>Cadre with male trainees</u> | <u>Cadre with female trainees</u> | <u>Cadre with male trainees</u> | <u>Cadre with female trainees</u> |
| N = | 42 | 21 | 42 | 21 |
| Percentage distribution: | | | | |
| <u>Response</u> | | | | |
| A = same | 93 | 86 | 88 | 90 |
| B = easier | 7 | 14 | 12 | 10 |

ANALYSIS FOR "WEAPONS TESTS" (male and female cadre combined):

Pre vs. Post (Cadre with male trainees): $\chi^2 = .13$, df = 1, p = .73

Pre vs. Post (Cadre with female trainees): $\chi^2 = .00$, df = 1, p = 1.00

Cadre with male trainees vs.

Cadre with female trainees (Pre): $\chi^2 = .83$, df = 1, p = .36

Cadre with male trainees vs.

Cadre with female trainees (Post): $\chi^2 = .08$, df = 1, p = .78

RESULTS FOR "PHYSICAL FITNESS & CONDITIONING TESTS" (male and female cadre combined):

| | <u>Pretest</u> | | <u>Posttest</u> | |
|--------------------------|---------------------------------------------|-----------------------------------------------|---------------------------------------------|-----------------------------------------------|
| | <u>Cadre with male trainees</u> | <u>Cadre with female trainees</u> | <u>Cadre with male trainees</u> | <u>Cadre with female trainees</u> |
| N = | 42 | 21 | 42 | 21 |
| Percentage distribution: | | | | |
| <u>Response</u> | | | | |
| A = same | 76 | 52 | 50 | 43 |
| B = easier | 24 | 48 | 50 | 57 |

(cont next page)

ITEM 102 (cont)

ANALYSIS FOR "PHYSICAL FITNESS & CONDITIONING TESTS" (male and female cadre combined):

Pre vs. Post (Cadre with male trainees): $\chi^2 = 6.67$, $df = 1$, $p < .01^*$

Pre vs. Post (Cadre with female trainees): $\chi^2 = .13$, $df = 1$, $p = .73$

Cadre with male trainees vs.

Cadre with female trainees (Pre): $\chi^2 = 3.66$, $df = 1$, $p = .06$

Cadre with male trainees vs.

Cadre with female trainees (Post): $\chi^2 = .29$, $df = 1$, $p = .59$

RESULTS FOR "TACTICAL TRAINING TESTS" (male and female cadre combined):

| | Pretest | | Posttest | |
|--------------------------|-----------------------------------|-------------------------------------|-----------------------------------|-------------------------------------|
| | Cadre with male trainees | Cadre with female trainees | Cadre with male trainees | Cadre with female trainees |
| N = | 42 | 21 | 42 | 21 |
| Percentage distribution: | | | | |
| <u>Response</u> | | | | |
| A = same | 83 | 76 | 76 | 86 |
| B = easier | 17 | 24 | 24 | 14 |

ANALYSIS FOR "TACTICAL TRAINING TESTS" (male and female cadre combined):

Pre vs. Post (Cadre with male trainees): $\chi^2 = .36$, $df = 1$, $p = .46$

Pre vs. Post (Cadre with female trainees): $\chi^2 = .13$, $df = 1$, $p = .63$

Cadre with male trainees vs.

Cadre with female trainees (Pre): $\chi^2 = .46$, $df = 1$, $p = .50$

Cadre with male trainees vs.

Cadre with female trainees (Post): $\chi^2 = .78$, $df = 1$, $p = .38$

(cont next page)

ITEM 102 (cont)

RESULTS FOR "FIELD TRAINING TESTS" (male and female cadre combined):

| | <u>Pretest</u> | | <u>Posttest</u> | |
|--------------------------|---------------------------------------------|-----------------------------------------------|---------------------------------------------|-----------------------------------------------|
| | <u>Cadre with male trainees</u> | <u>Cadre with female trainees</u> | <u>Cadre with male trainees</u> | <u>Cadre with female trainees</u> |
| N = | 42 | 21 | 42 | 21 |
| Percentage distribution: | | | | |
| <u>Response</u> | | | | |
| A = same | 90 | 86 | 83 | 90 |
| B = easier | 10 | 14 | 17 | 10 |

ANALYSIS FOR "FIELD TRAINING TESTS" (male and female cadre combined):

Pre vs. Post (Cadre with male trainees): $\chi^2 = .00$, $df = 1$, $p = 1.00$

Pre vs. Post (Cadre with female trainees): $\chi^2 = .44$, $df = 1$, $p = .54$

Cadre with male trainees vs.

Cadre with female trainees (Pre): $\chi^2 = .32$, $df = 1$, $p = .57$

Cadre with male trainees vs.

Cadre with female trainees (Post): $\chi^2 = .58$, $df = 1$, $p = .45$

SECTION A-8

ITEMS PERTAINING TO OPINIONS ABOUT THE
QUALITY OF BIET CONDITIONS AND TOPICS

(ITEMS 103-111, 114)

ITEM 103. How much knowledge, skill, and ability did each cadreman have
[B] in teaching basic military skills, drill, first aid, inspections,
etc? (Choose one for each cadreman.)

Platoon sergeant

- A. More than enough
- B. Enough
- C. Not enough
- D. Hardly any

Male drill sergeant

- A. More than enough
- B. Enough
- C. Not enough
- D. Hardly any

Female drill sergeant

- A. More than enough
- B. Enough
- C. Not enough
- D. Hardly any

RESULTS:

Platoon sergeant

N = 742 males, 685 females.

Percentage distribution:

| <u>Scale</u> | <u>Males</u> | <u>Females</u> |
|----------------|--------------|----------------|
| A = 1 | 56 | 51 |
| B = 2 | 37 | 43 |
| C = 3 | 5 | 5 |
| D = 4 | 2 | 1 |
| Median rating: | 1.39 | 1.48 |

(cont next page)

ITEM 103 (cont)

Male drill sergeant

N = 740 males, 674 females.

Percentage distribution:

| <u>Scale</u> | <u>Males</u> | <u>Females</u> |
|----------------|--------------|----------------|
| A = 1 | 47 | 45 |
| B = 2 | 47 | 50 |
| C = 3 | 5 | 4 |
| D = 4 | 1 | 1 |
| Median rating: | 1.56 | 1.60 |

Female drill sergeant

N = 742 males, 685 females.

Percentage distribution:

| <u>Scale</u> | <u>Males</u> | <u>Females</u> |
|----------------|--------------|----------------|
| A = 1 | 34 | 40 |
| B = 2 | 51 | 49 |
| C = 3 | 12 | 9 |
| D = 4 | 3 | 2 |
| Median rating: | 1.81 | 1.70 |

ANALYSIS (male vs. female trainees):

Platoon sergeant

H = 2.33, df = 1, p = .13

Male drill sergeant

H = .27, df = 1, p = .60

Female drill sergeant

H = 7.16, df = 1, p = .007*

ITEM 104. How much knowledge, skill, and ability did each cadreman
{B} have in teaching weapons training? (Choose one for each
cadreman.)

Platoon sergeant

- A. More than enough
- B. Enough
- C. Not enough
- D. Hardly any

Male drill sergeant

- A. More than enough
- B. Enough
- C. Not enough
- D. Hardly any

Female drill sergeant

- A. More than enough
- B. Enough
- C. Not enough
- D. Hardly any

RESULTS:

Platoon sergeant

N = 743 males, 685 females.

Percentage distribution:

| <u>Scale</u> | <u>Males</u> | <u>Females</u> |
|--------------|--------------|----------------|
| A = 1 | 57 | 57 |
| B = 2 | 36 | 37 |
| C = 3 | 5 | 5 |
| D = 4 | 2 | 1 |

| | | |
|----------------|------|------|
| Median rating: | 1.38 | 1.38 |
|----------------|------|------|

(cont next page)

ITEM 104 (cont)

Male drill sergeant

N = 735 males, 676 females.

Percentage distribution:

| <u>Scale</u> | <u>Males</u> | <u>Females</u> |
|----------------|--------------|----------------|
| A = 1 | 54 | 53 |
| B = 2 | 42 | 45 |
| C = 3 | 3 | 2 |
| D = 4 | 1 | 0 |
| Median rating: | 1.43 | 1.44 |

Female drill sergeant

N = 739 males, 682 females.

Percentage distribution:

| <u>Scale</u> | <u>Males</u> | <u>Females</u> |
|----------------|--------------|----------------|
| A = 1 | 30 | 32 |
| B = 2 | 54 | 54 |
| C = 3 | 12 | 10 |
| D = 4 | 4 | 4 |
| Median rating: | 1.87 | 1.83 |

ANALYSIS (male vs. female trainees):

Platoon sergeant

H = .16, df = 1, p = .69

Male drill sergeant

H = .09, df = 1, p = .77

Female drill sergeant

H = 1.83, df = 1, p = .18

ITEM 105. How much knowledge, skill, and ability did each cadreman
[B] have in teaching physical conditioning? (Chose one for
each cadreman.)

Platoon sergeant

- A. More than enough
- B. Enough
- C. Not enough
- D. Hardly any

Male drill sergeant

- A. More than enough
- B. Enough
- C. Not enough
- D. Hardly any

Female drill sergeant

- A. More than enough
- B. Enough
- C. Not enough
- D. Hardly any

RESULTS:

Platoon sergeant

N = 734 males, 682 females.

Percentage distribution:

| <u>Scale</u> | <u>Males</u> | <u>Females</u> |
|----------------|--------------|----------------|
| A = 1 | 54 | 47 |
| B = 2 | 39 | 45 |
| C = 3 | 5 | 7 |
| D = 4 | 2 | 1 |
| Median rating: | 1.43 | 1.57 |

(cont next page)

ITEM 105 (cont)

Male drill sergeant

N = 735 males, 675 females.

Percentage distribution:

| <u>Scale</u> | <u>Males</u> | <u>Females</u> |
|----------------|--------------|----------------|
| A = 1 | 57 | 54 |
| B = 2 | 38 | 41 |
| C = 3 | 4 | 4 |
| D = 4 | 1 | 1 |
| Median rating: | 1.38 | 1.43 |

Female drill sergeant

N = 741 males, 685 females.

Percentage distribution:

| <u>Scale</u> | <u>Males</u> | <u>Females</u> |
|----------------|--------------|----------------|
| A = 1 | 25 | 35 |
| B = 2 | 56 | 49 |
| C = 3 | 14 | 14 |
| D = 4 | 5 | 2 |
| Median rating: | 1.95 | 1.81 |

ANALYSIS (male vs. female trainees):

Platoon sergeant

H = 5.66, df = 1, p = .02*

Male drill sergeant

H = 1.73, df = 1, p = .19

Female drill sergeant

H = 15.42, df = 1, p < .001*

ITEM 106. How much knowledge, skill, and ability did each cadreman
(B) have in teaching tactical training? (Choose one for each
cadreman.)

Platoon sergeant

- A. More than enough
- B. Enough
- C. Not enough
- D. Hardly any

Male drill sergeant

- A. More than enough
- B. Enough
- C. Not enough
- D. Hardly any

Female drill sergeant

- A. More than enough
- B. Enough
- C. Not enough
- D. Hardly any

RESULTS:

Platoon sergeant

N = 738 males, 684 females.

Percentage distribution:

| <u>Scale</u> | <u>Males</u> | <u>Females</u> |
|----------------|--------------|----------------|
| A = 1 | 52 | 48 |
| B = 2 | 41 | 46 |
| C = 3 | 4 | 5 |
| D = 4 | 3 | 1 |
| Median rating: | 1.46 | 1.54 |

(cont next page)

ITEM 106 (cont)

Male drill sergeant

N = 735 males, 676 females.

Percentage distribution:

| <u>Scale</u> | <u>Males</u> | <u>Females</u> |
|--------------|--------------|----------------|
| A = 1 | 52 | 47 |
| B = 2 | 44 | 48 |
| C = 3 | 3 | 4 |
| D = 4 | 1 | 1 |

Median rating: 1.46 1.56

Female drill sergeant

N = 738 males, 683 females.

Percentage distribution:

| <u>Scale</u> | <u>Males</u> | <u>Females</u> |
|--------------|--------------|----------------|
| A = 1 | 25 | 23 |
| B = 2 | 56 | 58 |
| C = 3 | 13 | 15 |
| D = 4 | 6 | 4 |

Median rating: 1.95 1.97

ANALYSIS (male vs. female trainees):

Platoon sergeant

H = 1.63, df = 1, p = .20

Male drill sergeant

H = 3.18, df = 1, p = .07

Female drill sergeant

H = .24, df = 1, p = .62

ITEM 107. How much knowledge, skill, and ability did each cadreman
[B] have in teaching field training? (Choose one for each
cadreman.)

Platoon sergeant

- A. More than enough
- B. Enough
- C. Not enough
- D. Hardly any

Male drill sergeant

- A. More than enough
- B. Enough
- C. Not enough
- D. Hardly any

Female drill sergeant

- A. More than enough
- B. Enough
- C. Not enough
- D. Hardly any

RESULTS:

Platoon sergeant

N = 739 males, 683 females.

Percentage distribution:

| <u>Scale</u> | <u>Males</u> | <u>Females</u> |
|----------------|--------------|----------------|
| A = 1 | 56 | 51 |
| B = 2 | 38 | 43 |
| C = 3 | 3 | 5 |
| D = 4 | 3 | 1 |
| Median rating: | 1.39 | 1.48 |

(cont next page)

ITEM 107 (cont)

Male drill sergeant

N = 735 males, 676 females.

Percentage distribution:

| <u>Scale</u> | <u>Males</u> | <u>Females</u> |
|----------------|--------------|----------------|
| A = 1 | 55 | 48 |
| B = 2 | 40 | 47 |
| C = 3 | 4 | 3 |
| D = 4 | 1 | 2 |
| Median rating: | 1.41 | 1.54 |

Female drill sergeant

N = 735 males, 676 females.

Percentage distribution:

| <u>Scale</u> | <u>Males</u> | <u>Females</u> |
|----------------|--------------|----------------|
| A = 1 | 27 | 29 |
| B = 2 | 54 | 54 |
| C = 3 | 15 | 12 |
| D = 4 | 4 | 5 |
| Median rating: | 1.93 | 1.89 |

ANALYSIS (male vs. female trainees):

Platoon sergeant

H = 3.60, df = 1, p = .06

Male drill sergeant

H = 7.79 (uncorrected), df = 1, p < .01*

Female drill sergeant

H = 1.06, df = 1, p = .30

ITEM 108. How much knowledge, skill, and ability did each cadremen
[6] have in commanding, leading, and disciplining
trainees? (Choose one for each cadremen.)

Platoon sergeant

- A. More than enough
- B. Enough
- C. Not enough
- D. Hardly any

Male drill sergeant

- A. More than enough
- B. Enough
- C. Not enough
- D. Hardly any

Female drill sergeant

- A. More than enough
- B. Enough
- C. Not enough
- D. Hardly any

RESULTS:

Platoon sergeant

N = 741 males, 687 females.

Percentage distribution:

| <u>Scale</u> | <u>Males</u> | <u>Females</u> |
|----------------|--------------|----------------|
| A = 1 | 61 | 55 |
| B = 2 | 33 | 37 |
| C = 3 | 4 | 6 |
| D = 4 | 2 | 2 |
| Median rating: | 1.32 | 1.41 |

(cont next page)

ITEM 108 (cont)

Male drill sergeant

N = 737 males, 679 females.

Percentage distribution:

| <u>Scale</u> | <u>Males</u> | <u>Females</u> |
|----------------|--------------|----------------|
| A = 1 | 62 | 47 |
| B = 2 | 33 | 45 |
| C = 3 | 4 | 7 |
| D = 4 | 1 | 1 |
| Median rating: | 1.31 | 1.57 |

Female drill sergeant

N = 740 males, 687 females.

Percentage distribution:

| <u>Scale</u> | <u>Males</u> | <u>Females</u> |
|----------------|--------------|----------------|
| A = 1 | 37 | 48 |
| B = 2 | 46 | 41 |
| C = 3 | 13 | 8 |
| D = 4 | 4 | 3 |
| Median rating: | 1.78 | 1.55 |

ANALYSIS (male vs. female trainees):

Platoon sergeant

H = 4.15, df = 1, p = .04*

Male drill sergeant

H = 30.08, df = 1, p < .001*

Female drill sergeant

H = 20.00, df = 1, p < .001*

ITEM 109. How much knowledge, skill, and ability did each cadreman
[B] have in counseling and advising trainees? (Choose one
for each cadreman.)

Platoon sergeant

- A. More than enough
- B. Enough
- C. Not enough
- D. Hardly any

Male drill sergeant

- A. More than enough
- B. Enough
- C. Not enough
- D. Hardly any

Female drill sergeant

- A. More than enough
- B. Enough
- C. Not enough
- D. Hardly any

RESULTS:

Platoon sergeant

N = 740 males, 687 females.

Percentage distribution:

| <u>Scale</u> | <u>Males</u> | <u>Females</u> |
|----------------|--------------|----------------|
| A = 1 | 46 | 45 |
| B = 2 | 40 | 39 |
| C = 3 | 8 | 11 |
| D = 4 | 6 | 5 |
| Median rating: | 1.60 | 1.63 |

(cont next page)

ITEM 109 (Cont)

Male drill sergeant

N = 735 males, 679 females.

Percentage distribution:

| <u>Scale</u> | <u>Males</u> | <u>Females</u> |
|----------------|--------------|----------------|
| A = 1 | 40 | 38 |
| B = 2 | 45 | 43 |
| C = 3 | 12 | 13 |
| D = 4 | 3 | 6 |
| Median rating: | 1.72 | 1.78 |

Female drill sergeant

N = 741 males, 687 females.

Percentage distribution:

| <u>Scale</u> | <u>Males</u> | <u>Females</u> |
|----------------|--------------|----------------|
| A = 1 | 38 | 40 |
| B = 2 | 46 | 40 |
| C = 3 | 11 | 14 |
| D = 4 | 5 | 6 |
| Median rating: | 1.76 | 1.75 |

ANALYSIS (male vs. female trainees):

Platoon sergeant

H = .19, df = 1, p = .66

Male drill sergeant

H = 2.15, df = 1, p = .14

Female drill sergeant

H = .03, df = 1, p = .86

ITEM 110. Below is a list of the main subjects given in BIET. Next to the name of each subject is the number of hours it was taught. Study the subject name and number of training hours. Do you think that the number of training hours was enough for teaching it well to trainees (either male or female) or should more or less time be allowed for teaching it? (Choose one for each subject.)

- A. Schedule less time
- B. Schedule same time
- C. Schedule more time

| | | | |
|-------------------------------------------|---|---|---|
| Inspections--15 hrs: | A | B | C |
| Individual tactical training--8 hrs: | A | B | C |
| Fire & maneuver course--6 hrs: | A | B | C |
| Defensive training--10 hrs: | A | B | C |
| Marches & bivouacs--20 hrs: | A | B | C |
| Hand grenades--6 hrs: | A | B | C |
| Basic rifle marksmanship--62 hrs: | A | B | C |
| Familiarization with U.S. weapons--6 hrs: | A | B | C |
| Physical readiness training--36 hrs: | A | B | C |
| Confidence course--4 hrs: | A | B | C |
| Combat fitness course--3 hrs: | A | B | C |
| Reinforcement training--10 hrs: | A | B | C |
| Military stakes--5 hrs: | A | B | C |
| Training center commander's time--8 hrs: | A | B | C |
| Company commander's time--18 hrs: | A | B | C |

RESULTS FOR "INSPECTIONS--15 HRS":

| | <u>Trainees</u> | | <u>Cadre</u> | |
|--------------------------|-----------------|---------------|---------------------------|-----------------------------|
| | <u>Male</u> | <u>Female</u> | <u>With male trainees</u> | <u>With female trainees</u> |
| N = | 741 | 688 | 41 | 20 |
| Percentage distribution: | | | | |
| <u>Scale</u> | | | | |
| A = 1 | 21 | 23 | 22 | 0 |
| B = 2 | 65 | 61 | 63 | 90 |
| C = 3 | 14 | 16 | 15 | 10 |
| Median rating: | 1.95 | 1.94 | 1.94 | 2.06 |

(cont next page)

ITEM 110 (cont)

ANALYSIS FOR "INSPECTION--15 HRS":

Trainees

Males vs. Females: $H = .01$, $df = 1$, $p = .94$

Cadre

With male vs. female trainees: $H = 1.46$, $df = 1$, $p = .23$

RESULTS FOR "INDIVIDUAL TACTICAL TRAINING--8 HRS":

| | Trainees | | Cadre | |
|--------------------------|----------|--------|--------------------|----------------------|
| | Male | Female | With male trainees | With female trainees |
| N = | 740 | 686 | 42 | 21 |
| Percentage distribution: | | | | |
| <u>Scale</u> | | | | |
| A = 1 | 13 | 8 | 5 | 14 |
| B = 2 | 57 | 64 | 45 | 48 |
| C = 3 | 30 | 28 | 50 | 38 |
| Median rating: | 2.15 | 2.16 | 2.50 | 2.25 |

ANALYSIS FOR "INDIVIDUAL TACTICAL TRAINING--8 HRS":

Trainees

Males vs. Females: $H = .27$, $df = 1$, $p = .60$

Cadre

With male vs. female trainees: $H = 1.33$, $df = 1$, $p = .25$

(cont next page)

ITEM 110 (cont)

RESULTS FOR "FIRE & MANEUVER COURSE--6 HRS":

| | <u>Trainees</u> | | <u>Cadre</u> | |
|--------------------------|-----------------|---------------|---------------------------|-----------------------------|
| | <u>Male</u> | <u>Female</u> | <u>With male trainees</u> | <u>With female trainees</u> |
| N = | 740 | 685 | 42 | 21 |
| Percentage distribution: | | | | |
| <u>Scale</u> | | | | |
| A = 1 | 13 | 8 | 5 | 10 |
| B = 2 | 57 | 62 | 57 | 43 |
| C = 3 | 30 | 30 | 38 | 47 |
| Median rating: | 2.15 | 2.18 | 2.29 | 2.43 |

ANALYSIS FOR "FIRE & MANEUVER COURSE --6 HRS":

Trainees

Males vs. females: $\chi^2 = 2.01$, $df = 1$, $p = .16$

Cadre

With male vs. female trainees: $\chi^2 = .20$, $df = 1$, $p = .66$

RESULTS FOR "DEFENSIVE TRAINING--10 HRS":

| | <u>Trainees</u> | | <u>Cadre</u> | |
|--------------------------|-----------------|---------------|---------------------------|-----------------------------|
| | <u>Male</u> | <u>Female</u> | <u>With male trainees</u> | <u>With female trainees</u> |
| N = | 741 | 686 | 41 | 21 |
| Percentage distribution: | | | | |
| <u>Scale</u> | | | | |
| A = 1 | 16 | 12 | 10 | 14 |
| B = 2 | 59 | 60 | 63 | 62 |
| C = 3 | 25 | 28 | 27 | 24 |
| Median rating: | 2.08 | 2.13 | 2.13 | 2.08 |

(cont next page)

ITEM 110 (cont)

ANALYSIS FOR "DEFENSIVE TRAINING--10 HRS":

Trainees

Males vs. Females: $H = 3.26$, $df = 1$, $p = .07$

Cadre

With male vs. female trainees: $H = .07$, $df = 1$, $p = .79$

RESULTS FOR "MARCHES & BIVOUACS--20 HRS":

| | Trainees | | Cadre | |
|--------------------------|----------|--------|--------------------|----------------------|
| | Male | Female | With male trainees | With female trainees |
| N = | 741 | 686 | 42 | 21 |
| Percentage distribution: | | | | |
| <u>Scale</u> | | | | |
| A = 1 | 24 | 34 | 14 | 19 |
| B = 2 | 60 | 50 | 67 | 71 |
| C = 3 | 16 | 16 | 19 | 10 |
| Median rating: | 1.93 | 1.82 | 2.04 | 1.94 |

ANALYSIS FOR "MARCHES & BIVOUACS--20 HRS":

Trainees

Males vs. Females: $H = 8.50$, $df = 1$, $p < .01^*$

Cadre

With male vs. female trainees: $H = .89$, $df = 1$, $p = .35$

(cont next page)

ITEM 110 (cont)

RESULTS FOR "HAND GRENADES--6 HRS":

| | Trainees | | Cadre | |
|--------------------------|----------|--------|--------------------|----------------------|
| | Male | Female | With male trainees | With female trainees |
| N = | 739 | 688 | 42 | 21 |
| Percentage distribution: | | | | |
| <u>Scale</u> | | | | |
| A = 1 | 17 | 16 | 12 | 0 |
| B = 2 | 67 | 66 | 71 | 86 |
| C = 3 | 16 | 18 | 17 | 14 |
| Median rating: | 1.99 | 2.02 | 2.04 | 2.08 |

ANALYSIS FOR "HAND GRENADES--6 HRS":

Trainees

Males vs. Females: $H = .76$, $df = 1$, $p = .38$

Cadre

With male vs. female trainees: $H = .46$, $df = 1$, $p = .50$

RESULTS FOR "BASIC RIFLE MARKSMANSHIP--62 HRS":

| | Trainees | | Cadre | |
|--------------------------|----------|--------|--------------------|----------------------|
| | Male | Female | With male trainees | With female trainees |
| N = | 742 | 687 | 41 | 21 |
| Percentage distribution: | | | | |
| <u>Scale</u> | | | | |
| A = 1 | 16 | 12 | 7 | 14 |
| B = 2 | 62 | 65 | 39 | 48 |
| C = 3 | 22 | 23 | 54 | 38 |
| Median rating: | 2.05 | 2.08 | 2.57 | 2.25 |

(cont next p.)

ITEM 110 (cont)

ANALYSIS FOR "BASIC RIFLE MARKSMANSHIP--62 HRS":

Trainees

Males vs. Females: $H = 3.01$, $df = 1$, $p = .08$

Cadre

With male vs. female trainees: $H = 1.11$, $df = 1$, $p = .29$

RESULTS FOR "FAMILIARIZATION WITH U.S. WEAPONS--6 HRS":

| | Trainees | | Cadre | |
|--------------------------|----------|--------|--------------------|----------------------|
| | Male | Female | With male trainees | With female trainees |
| N = | 742 | 688 | 42 | 21 |
| Percentage distribution: | | | | |
| Scale | | | | |
| A = 1 | 10 | 8 | 0 | 0 |
| B = 2 | 58 | 58 | 57 | 71 |
| C = 3 | 32 | 34 | 43 | 29 |
| Median rating: | 2.19 | 2.22 | 2.64 | 2.20 |

ANALYSIS FOR "FAMILIARIZATION WITH U.S. WEAPONS--6 HRS":

Trainees

Males vs. Females: $H = 1.75$, $df = 1$, $p = .19$

Cadre

With male vs. female trainees: $H = 1.19$, $df = 1$, $p = .28$

(cont next page)

ITEM 110 (cont)

RESULTS FOR "PHYSICAL READINESS TRAINING--36 HRS":

| | <u>Trainees</u> | | <u>Cadre</u> | |
|--------------------------|-----------------|---------------|---------------------------|-----------------------------|
| | <u>Male</u> | <u>Female</u> | <u>With male trainees</u> | <u>With female trainees</u> |
| N = | 742 | 688 | 42 | 20 |
| Percentage distribution: | | | | |
| <u>Scale</u> | | | | |
| A = 1 | 14 | 12 | 7 | 5 |
| B = 2 | 64 | 42 | 50 | 30 |
| C = 3 | 22 | 46 | 43 | 65 |
| Median rating: | 2.06 | 2.40 | 2.36 | 2.73 |

ANALYSIS FOR "PHYSICAL READINESS TRAINING--36 HRS":

Trainees

Males vs. Females: $H = 49.56$, $df = 1$, $p < .001$

Cadre

With male vs. female trainees: $H = 1.32$, $df = 1$, $p = .25$

RESULTS FOR "CONFIDENCE COURSE--4 HRS":

| | <u>Trainees</u> | | <u>Cadre</u> | |
|--------------------------|-----------------|---------------|---------------------------|-----------------------------|
| | <u>Male</u> | <u>Female</u> | <u>With male trainees</u> | <u>With female trainees</u> |
| N = | 742 | 688 | 42 | 21 |
| Percentage distribution: | | | | |
| <u>Scale</u> | | | | |
| A = 1 | 14 | 16 | 22 | 28 |
| B = 2 | 60 | 52 | 64 | 43 |
| C = 3 | 26 | 32 | 14 | 29 |
| Median rating: | 2.10 | 2.15 | 1.94 | 2.03 |

(cont next page)

ITEM 110 (cont)

ANALYSIS FOR "CONFIDENCE COURSE--4 HRS":

Trainees

Males vs. Females: $H = 1.67$, $df = 1$, $p = .20$

Cadre

With male vs. female trainees: $H = .14$, $df = 1$, $p = .71$

RESULTS FOR "COMBAT FITNESS COURSE--3 HRS":

| | Trainees | | Cadre | |
|--------------------------|----------|--------|--------------------|----------------------|
| | Male | Female | With male trainees | With female trainees |
| N = | 742 | 687 | 42 | 21 |
| Percentage distribution: | | | | |
| Scale | | | | |
| A = 1 | 12 | 9 | 19 | 19 |
| B = 2 | 61 | 62 | 64 | 71 |
| C = 3 | 27 | 29 | 17 | 10 |
| Median rating: | 2.12 | 2.16 | 1.98 | 1.94 |

ANALYSIS FOR "COMBAT FITNESS COURSE--3 HRS":

Trainees

Males vs. Females: $H = 2.08$, $df = 1$, $p = .15$

Cadre

With male vs. female trainees: $H = .10$, $df = 1$, $p = .66$

(cont next page)

ITEM 110 (cont)

RESULTS FOR "REINFORCEMENT TRAINING--10 HRS":

| | <u>Trainees</u> | | <u>Cadre</u> | |
|--------------------------|-----------------|---------------|---------------------------|-----------------------------|
| | <u>Male</u> | <u>Female</u> | <u>With male trainees</u> | <u>With female trainees</u> |
| N = | 739 | 685 | 42 | 21 |
| Percentage distribution: | | | | |
| <u>Scale</u> | | | | |
| A = 1 | 20 | 27 | 12 | 19 |
| B = 2 | 62 | 54 | 48 | 43 |
| C = 3 | 18 | 19 | 40 | 38 |
| Median rating: | 1.98 | 1.93 | 2.29 | 2.22 |

ANALYSIS FOR "REINFORCEMENT TRAINING--10 HRS":

Trainees

Males vs. Females: $H = 4.98$, $df = 1$, $p = .03^*$

Cadre

With male vs. female trainees: $H = .20$, $df = 1$, $p = .66$

RESULTS FOR "MILITARY STAKES--5 HRS":

| | <u>Trainees</u> | | <u>Cadre</u> | |
|--------------------------|-----------------|---------------|---------------------------|-----------------------------|
| | <u>Male</u> | <u>Female</u> | <u>With male trainees</u> | <u>With female trainees</u> |
| N = | 741 | 688 | 41 | 20 |
| Percentage distribution: | | | | |
| <u>Scale</u> | | | | |
| A = 1 | 16 | 13 | 24 | 5 |
| B = 2 | 64 | 72 | 66 | 60 |
| C = 3 | 20 | 15 | 10 | 35 |
| Median rating: | 2.03 | 2.01 | 1.89 | 2.25 |

(cont next page)

ITEM 110 (cont)

ANALYSIS FOR "MILITARY STAKES--5 HRS":

Trainees

Males vs. Females: $H = .28$, $df = 1$, $p = .60$

Cadre

With male vs. female trainees: $H = 5.50$, $df = 1$, $p = .02^*$

RESULTS FOR "TRAINING CENTER COMMANDER'S TIME--8 HRS":

| | Trainees | | Cadre | |
|--------------------------|----------|--------|--------------------|----------------------|
| | Male | Female | With male trainees | With female trainees |
| N = | 740 | 688 | 42 | 21 |
| Percentage distribution: | | | | |
| Scale | | | | |
| A = 1 | 18 | 14 | 19 | 33 |
| B = 2 | 68 | 70 | 48 | 62 |
| C = 3 | 14 | 16 | 33 | 5 |
| Median rating: | 1.97 | 2.01 | 2.15 | 1.77 |

ANALYSIS FOR "TRAINING CENTER COMMANDER'S TIME--8 HRS":

Trainees

Males vs. Females: $H = 4.25$, $df = 1$, $p = .04^*$

Cadre

With male vs. female trainees: $H = 5.31$, $df = 1$, $p = .02^*$

(cont next page)

ITEM 110 (cont)

RESULTS FOR "COMPANY COMMANDER'S TIME--18 HRS":

| | Trainees | | Cadre | |
|--------------------------|----------|--------|--------------------|----------------------|
| | Male | Female | With male trainees | With female trainees |
| N = | 742 | 687 | 42 | 21 |
| Percentage distribution: | | | | |
| <u>Scale</u> | | | | |
| A = 1 | 22 | 23 | 16 | 24 |
| B = 2 | 64 | 61 | 48 | 67 |
| C = 3 | 14 | 16 | 36 | 9 |
| Median rating: | 1.94 | 1.94 | 2.21 | 1.89 |

ANALYSIS FOR "COMPANY COMMANDER'S TIME--18 HRS":

Trainees

Males vs. Females: $\chi^2 = .75$, $df = 1$, $p = .30$

Cadre

With male vs. female trainees: $H = 3.53$, $df = 1$, $p = .06$

ITEM 111. How well or poorly prepared were the trainees to pass the tests in each training area? (Choose one for each area.)
[BD]

- A. Very well prepared
- B. Well prepared
- C. Borderline
- D. Poorly prepared
- E. Very poorly prepared

| | | | | | |
|----------------------------------------|---|---|---|---|---|
| Basic military skills tests: | A | B | C | D | E |
| Weapons tests: | A | B | C | D | E |
| Physical fitness & conditioning tests: | A | B | C | D | E |
| Tactical training tests: | A | B | C | D | E |
| Field training tests: | A | B | C | D | E |

RESULTS FOR "BASIC MILITARY SKILLS TESTS":

| | Trainees | | Cadre | |
|-----|----------|---------|--------------------|----------------------|
| | Males | Females | With male trainees | With female trainees |
| N = | 741 | 687 | 41 | 21 |

Percentage distribution:

| Scale | | | | |
|----------------|------|------|------|------|
| A = 1 | 44 | 49 | 39 | 29 |
| B = 2 | 46 | 40 | 37 | 57 |
| C = 3 | 9 | 10 | 24 | 14 |
| D = 4 | 1 | 1 | 0 | 0 |
| E = 5 | 0 | 0 | 0 | 0 |
| Median rating: | 1.63 | 1.53 | 1.80 | 1.87 |

ANALYSIS FOR "BASIC MILITARY SKILLS TESTS":

Trainees

Males vs. Females: $H = 1.86$, $df = 1$, $p = .17$

Cadre

With male vs. female trainees: $H = .08$, $df = 1$, $p = .78$

(cont next page)

ITEM 111 (cont)

RESULTS FOR "WEAPONS TESTS":

| | Trainees | | Cadre | |
|--------------------------|----------|---------|--------------------|----------------------|
| | Males | Females | With male trainees | With female trainees |
| N = | 741 | 687 | 41 | 21 |
| Percentage distribution: | | | | |
| <u>Scale</u> | | | | |
| A = 1 | 46 | 38 | 37 | 14 |
| B = 2 | 40 | 43 | 51 | 67 |
| C = 3 | 11 | 15 | 12 | 14 |
| D = 4 | 2 | 3 | 0 | 5 |
| E = 5 | 1 | 1 | 0 | 0 |
| Median rating: | 1.60 | 1.78 | 1.75 | 2.04 |

ANALYSIS FOR "WEAPONS TESTS":

Trainees

Males vs. Females: $H = 10.19$, $df = 1$, $p < .001^*$

Cadre

With male vs. female trainees: $H = 3.10$, $df = 1$, $p = .31$

(cont next page)

ITEM 111 (cont)

RESULTS FOR "PHYSICAL FITNESS AND CONDITIONING TESTS":

| | <u>Trainees</u> | | <u>Cadre</u> | |
|--------------------------|-----------------|----------------|---------------------------|-----------------------------|
| | <u>Males</u> | <u>Females</u> | <u>With male trainees</u> | <u>With female trainees</u> |
| N = | 740 | 684 | 41 | 21 |
| Percentage distribution: | | | | |
| <u>Scale</u> | | | | |
| A = 1 | 38 | 13 | 49 | 24 |
| B = 2 | 42 | 29 | 32 | 24 |
| C = 3 | 16 | 40 | 17 | 29 |
| D = 4 | 3 | 13 | 0 | 5 |
| E = 5 | 1 | 5 | 2 | 19 |
| Median rating: | 1.79 | 2.70 | 1.53 | 2.57 |

ANALYSIS FOR "PHYSICAL FITNESS AND CONDITIONING TESTS":

Trainees

Males vs. Females: $H = 244.79$, $df = 1$, $p < .001^*$

Cadre

With male vs. female trainees: $H = 7.35$, $df = 1$, $p < .01^*$

(cont next page)

ITEM 111 (cont)

RESULTS FOR "TACTICAL TRAINING TESTS":

| | <u>Trainees</u> | | <u>Cadre</u> | |
|--------------------------|-----------------|----------------|---------------------------|-----------------------------|
| | <u>Males</u> | <u>Females</u> | <u>With male trainees</u> | <u>With female trainees</u> |
| N = | 742 | 684 | 41 | 21 |
| Percentage distribution: | | | | |
| <u>Scale</u> | | | | |
| A = 1 | 39 | 25 | 34 | 14 |
| B = 2 | 44 | 48 | 46 | 57 |
| C = 3 | 15 | 24 | 20 | 29 |
| D = 4 | 2 | 2 | 0 | 0 |
| E = 5 | 0 | 1 | 0 | 0 |
| Median rating: | 1.75 | 2.02 | 1.85 | 2.13 |

ANALYSIS FOR "TACTICAL TRAINING TESTS":

Trainees

Males vs. Females: $H = 36.37$, $df = 1$, $p < .001^*$

Cadre

With male vs. female trainees: $H = 2.34$, $df = 1$, $p = .13$

(cont next page)

ITEM 111 (cont)

RESULTS FOR "FIELD TRAINING TESTS":

| | <u>Trainees</u> | | <u>Cadre</u> | |
|--------------------------|-----------------|----------------|---------------------------|-----------------------------|
| | <u>Males</u> | <u>Females</u> | <u>With male trainees</u> | <u>With female trainees</u> |
| N = | 738 | 680 | 41 | 21 |
| Percentage distribution: | | | | |
| <u>Scale</u> | | | | |
| A = 1 | 37 | 26 | 34 | 14 |
| B = 2 | 42 | 41 | 49 | 57 |
| C = 3 | 16 | 26 | 17 | 29 |
| D = 4 | 4 | 5 | 0 | 0 |
| E = 5 | 1 | 2 | 0 | 0 |
| Median rating: | 1.81 | 1.98 | 1.83 | 2.13 |

ANALYSIS FOR "FIELD TRAINING TESTS":

Trainees

Males vs. Females: $H = 30.31$, $df = 1$, $p < .001^*$.

Cadre

With male vs. female trainees: $H = 2.84$, $df = 1$, $p = .09$

ITEM 114. For your trainees, which parts of the BIET program were good and should be kept and which were bad and should be changed? (Choose one for each part.)
[D]

| | Very Good | Good | Border- line | Bad | Very Bad |
|-----------------------------------------------------------|--------------|------|-----------------|-----|-------------|
| 7-Week training cycle | A | B | C | D | E |
| Separate battalions for men & women | A | B | C | D | E |
| Mixed cadre | A | B | C | D | E |
| The courses of instruction in the following areas: | | | | | |
| Basic military skills | A | B | C | D | E |
| Weapons training | A | B | C | D | E |
| Physical fitness & conditioning | A | B | C | D | E |
| Tactical training | A | B | C | D | E |
| Field training | A | B | C | D | E |
| The GO/NO-GO proficiency tests in the following areas: | | | | | |
| Basic military skills | A | B | C | D | E |
| Weapons training | A | B | C | D | E |
| Physical fitness & conditioning | A | B | C | D | E |
| Tactical training | A | B | C | D | E |
| Field training | A | B | C | D | E |

(cont next page)

ITEM 114 (cont)

RESULTS FOR "7-WEEK TRAINING CYCLE" (male and female cadre combined):

N = 42 males, 21 females.

Percentage distribution:

| <u>Scale</u> | <u>Cadre with</u> | |
|----------------|----------------------|------------------------|
| | <u>Male trainees</u> | <u>Female trainees</u> |
| A = 1 | 14 | 10 |
| B = 2 | 36 | 43 |
| C = 3 | 12 | 24 |
| D = 4 | 14 | 14 |
| E = 5 | 24 | 9 |
| Median rating: | 2.50 | 2.43 |

ANALYSIS FOR "7-WEEK TRAINING CYCLE" (male and female cadre combined):

H = .28, df = 1, p = .60

RESULTS FOR "SEPARATE BATTALIONS FOR MEN & WOMEN" (male and female cadre combined):

N = 42 males, 21 females.

Percentage distribution:

| <u>Scale</u> | <u>Cadre with</u> | |
|----------------|----------------------|------------------------|
| | <u>Male trainees</u> | <u>Female trainees</u> |
| A = 1 | 31 | 24 |
| B = 2 | 24 | 10 |
| C = 3 | 17 | 28 |
| D = 4 | 14 | 24 |
| E = 5 | 14 | 14 |
| Median rating: | 2.29 | 3.07 |

ANALYSIS FOR "SEPARATE BATTALIONS FOR MEN & WOMEN" (male and female cadre combined):

H = 1.04, df = 1, p = .31

(cont next page)

ITEM 114 (cont)

RESULTS FOR "MIXED CADRE" (male and female cadre combined):

N = 42 males, 21 females.

Percentage distribution:

| Scale | Cadre with | |
|----------------|---------------|-----------------|
| | Male trainees | Female trainees |
| A = 1 | 38 | 33 |
| B = 2 | 31 | 38 |
| C = 3 | 9 | 19 |
| D = 4 | 12 | 0 |
| E = 5 | 10 | 10 |
| Median rating: | 1.89 | 1.95 |

ANALYSIS FOR "MIXED CADRE" (male and female cadre combined):

H = .00, df = 1, p = .99

RESULTS FOR "BASIC MILITARY SKILLS" INSTRUCTION (male and female cadre combined):

N = 42 males, 21 females.

Percentage distribution:

| Scale | Cadre with | |
|----------------|---------------|-----------------|
| | Male trainees | Female trainees |
| A = 1 | 28 | 28 |
| B = 2 | 43 | 57 |
| C = 3 | 19 | 10 |
| D = 4 | 5 | 5 |
| E = 5 | 5 | 0 |
| Median rating: | 2.01 | 1.89 |

ANALYSIS FOR "BASIC MILITARY SKILLS" INSTRUCTION (male and female cadre combined):

H = .52, df = 1, p = .47

(cont next page)

ITEM 114 (cont)

RESULTS FOR "WEAPONS TRAINING" INSTRUCTION (male and female cadre combined):

N = 42 males, 21 females.

Percentage distribution:

| Scale | Cadre with | |
|----------------|---------------|-----------------|
| | Male trainees | Female trainees |
| A = 1 | 21 | 29 |
| B = 2 | 38 | 57 |
| C = 3 | 29 | 0 |
| D = 4 | 10 | 14 |
| E = 5 | 2 | 0 |
| Median rating: | 2.26 | 1.87 |

ANALYSIS FOR "WEAPONS TRAINING" INSTRUCTION (male and female cadre combined):

H = 2.06, df = 1, p = .08

RESULTS FOR "PHYSICAL FITNESS & CONDITIONING" INSTRUCTION (male and female cadre combined):

N = 42 males, 21 females.

Percentage distribution:

| Scale | Cadre with | |
|----------------|---------------|-----------------|
| | Male trainees | Female trainees |
| A = 1 | 21 | 19 |
| B = 2 | 26 | 10 |
| C = 3 | 17 | 28 |
| D = 4 | 17 | 24 |
| E = 5 | 19 | 19 |
| Median rating: | 2.68 | 3.25 |

ANALYSIS FOR "PHYSICAL FITNESS & CONDITIONING" INSTRUCTION (male and female cadre combined):

H = .59, df = 1, p = .44

(cont next page)

ITEM 114 (cont)

RESULTS FOR "TACTICAL TRAINING" INSTRUCTION (male and female cadre combined):

N = 41 males, 21 females.

Percentage distribution:

| Scale | Cadre with | |
|----------------|---------------|-----------------|
| | Male trainees | Female trainees |
| A = 1 | 17 | 19 |
| B = 2 | 32 | 53 |
| C = 3 | 42 | 14 |
| D = 4 | 7 | 14 |
| E = 5 | 2 | 0 |
| Median rating: | 2.52 | 2.08 |

ANALYSIS FOR "TACTICAL TRAINING" INSTRUCTION (male and female cadre combined):

H = .75, df = 1, p = .39

RESULTS FOR "FIELD TRAINING" INSTRUCTION (male and female cadre combined):

N = 42 males, 21 females.

Percentage distribution:

| Scale | Cadre with | |
|----------------|---------------|-----------------|
| | Male trainees | Female trainees |
| A = 1 | 16 | 19 |
| B = 2 | 36 | 52 |
| C = 3 | 36 | 19 |
| D = 4 | 7 | 10 |
| E = 5 | 5 | 0 |
| Median rating: | 2.44 | 2.10 |

ANALYSIS FOR "FIELD TRAINING" INSTRUCTION (male and female cadre combined):

H = 1.25, df = 1, p = .26

(cont next page)

ITEM 114 (cont)

RESULTS FOR "BASIC MILITARY SKILLS" TESTS (male and female cadre combined):

N = 42 males, 21 females.

Percentage distribution:

| Scale | Cadre with | |
|----------------|---------------|-----------------|
| | Male trainees | Female trainees |
| A = 1 | 12 | 10 |
| B = 2 | 43 | 76 |
| C = 3 | 19 | 14 |
| D = 4 | 7 | 0 |
| E = 5 | 19 | 0 |
| Median rating: | 2.38 | 2.03 |

ANALYSIS FOR "BASIC MILITARY SKILLS" TESTS (male and female cadre combined):

$H = 4.37$, $df = 1$, $p = .04^*$

RESULTS FOR "WEAPONS TRAINING" TESTS (male and female cadre combined):

N = 42 males, 21 females.

Percentage distribution:

| Scale | Cadre with | |
|----------------|---------------|-----------------|
| | Male trainees | Female trainees |
| A = 1 | 17 | 5 |
| B = 2 | 29 | 33 |
| C = 3 | 26 | 43 |
| D = 4 | 9 | 19 |
| E = 5 | 19 | 0 |
| Median rating: | 2.65 | 2.78 |

ANALYSIS FOR "WEAPONS TRAINING" TESTS (male and female cadre combined):

$H = .00$, $df = 1$, $p = .98$

(cont next page)

ITEM 114 (cont)

RESULTS FOR "PHYSICAL FITNESS & CONDITIONING" TESTS (male and female cadre combined):

N = 42 males, 21 females.

Percentage distribution:

| Scale | Cadre with | |
|----------------|---------------|-----------------|
| | Male trainees | Female trainees |
| A = 1 | 17 | 5 |
| B = 2 | 33 | 19 |
| C = 3 | 19 | 9 |
| D = 4 | 10 | 48 |
| E = 5 | 21 | 19 |
| Median rating: | 2.50 | 3.85 |

ANALYSIS FOR "PHYSICAL FITNESS & CONDITIONING" TESTS (male and female cadre combined):

$H = 3.69$, $df = 1$, $p = .06$

RESULTS FOR "TACTICAL TRAINING" TESTS (male and female cadre combined):

N = 42 males, 21 females.

Percentage distribution:

| Scale | Cadre with | |
|----------------|---------------|-----------------|
| | Male trainees | Female trainees |
| A = 1 | 16 | 5 |
| B = 2 | 24 | 52 |
| C = 3 | 24 | 29 |
| D = 4 | 17 | 9 |
| E = 5 | 19 | 5 |
| Median rating: | 2.92 | 2.37 |

ANALYSIS FOR "TACTICAL TRAINING" TESTS (male and female cadre combined):

$H = 1.26$, $df = 1$, $p = .26$

(cont next page)

ITEM 114 (cont)

RESULTS FOR "FIELD TRAINING" TESTS (male and female cadre combined):

N = 42 males, 21 females.

Percentage distribution:

| <u>Scale</u> | <u>Cadre with</u> | |
|----------------|----------------------|------------------------|
| | <u>Male trainees</u> | <u>Female trainees</u> |
| A = 1 | 21 | 5 |
| B = 2 | 31 | 62 |
| C = 3 | 22 | 24 |
| D = 4 | 7 | 9 |
| E = 5 | 19 | 0 |
| Median rating: | 2.44 | 2.22 |

ANALYSIS FOR "FIELD TRAINING" TESTS (male and female cadre combined):

H = .33, df = 1, p = .57

APPENDIX B

BIET POSTTEST INTERVIEWS

APPENDIX B

BIET Posttest Interviews

INTRODUCTION

This appendix discusses and presents the results of the posttest interviews conducted in conjunction with the Basic Initial Entry Training (BIET) Test evaluation and questionnaire administration.

PURPOSE

The purpose of the interviews was to provide data which would provide a better understanding of trainees and cadre attitudes toward the BIET program. The interviews were designed to supplement the information gathered in the attitudinal questionnaires that were administered to BIET trainees and cadre.

METHOD

Separate group interviews of female trainees and mixed cadre were conducted immediately following the end of the BIET training cycle. The sample of female trainees consisted of eight individuals from the same female training company (one of the four female training companies). Two individuals were randomly selected from each of the four platoons in the company. The group interview was conducted in a conference room during the evening and was of an unstructured nature. Attention was directed toward permitting the trainees to identify factors which they felt had a potentially significant influence on the program, and permitting them to recommend possible revisions and improvements where the needs existed. The trainees were highly interested in participating

in the interview and were seemingly forthright in their responses and candid in their appraisal. The interview ran for about two and a half hours and was recorded on audio tape.

The mixed cadre sample consisted of a random selection of one male and two female drill sergeants from male training companies and two male and one female drill sergeants from female training companies. One female company and two male companies were represented. The cadre were from a different company than the trainee interviewees. The interviews for two male and two female sergeants were conducted in a conference room on the night following the interview of the female trainees. One female and one male sergeant were interviewed separately. The same procedures were used for cadre as for the trainee interviews. The cadre were cooperative, responsive, and seemed to be concerned with improving the BIET program and making it successful. The interview ran for about one and a half hours and was tape recorded.

An interview of male trainees was not conducted, since their training was similar to the standard BCT program.

FINDINGS

This report is organized around factors that were identified by the interviewees as having critical importance to the BIET program. These factors or aspects of training are presented in two sections: First, those factors or aspects of training that elicited primarily positive comments from interviewees, and second, those factors that elicited primarily negative comments. Discussions of these

factors include trainee and cadre opinions relating to the cause of problems and the changes that might be made to correct them. Following the discussion of these factors, a section deals with opinions regarding the female's capability for participation in the new BIET program. Finally, a summary of the interviews is presented. All conclusions and hypotheses included in this report are those of the interviewees and not the interviewer. When interpreting the interview results it should be considered that the total sample consisted of only eight trainees and six cadre, and that the majority were from the same units.

1. Factors Receiving Primarily Positive Ratings

This section presents a summary and discussion of factors that were, in general, reacted to positively by the cadre and trainee interviewees. Three main topics were identified and discussed:

a) Overall Response to the BIET Program; b) Courses of Instruction Popular With Female Trainees; c) Response to Mixed Cadre.

a. Overall Response to the BIET Program.

The female trainees responded enthusiastically to the BIET concept and stated that the challenge of the harder program (harder in comparison to regular female basic training) had given them a feeling of pride. Some went so far as to say that, knowing what they know now, they would freely choose a reformed BIET program over the usual women's program if they had to do it over again. The cadre offered supporting opinion. They estimated that 50 percent

of the female trainees were highly motivated and had the potential ability to pass a male Basic Combat Training (BCT) program.

The trainees' more rigorous BIET experiences produced a fairly strong feeling of group identity. They epitomized this feeling by referring to themselves proudly as "soldiers" and to female trainees in the WAC basic training program disparagingly as "Wacs."

This feeling of pride was derived primarily from their achievements in the physical areas of soldiering. The trainees related that they experienced a great feeling of accomplishment when they were able to make long distance marches to the various instruction ranges after their cadre had goaded them by saying they could not make them. They said that they were proud that they could successfully complete the obstacle course. Although they were universally critical of the physical training program, they stated that they derived a feeling of achievement in improving their physical fitness and in increasing their ability to run longer distances.

b. Courses of Instruction Popular With Female Trainees.

The courses that the female trainees singled out as the ones they enjoyed most were primarily ones requiring physical work. They were enthusiastic in naming the courses teaching field training and unarmed self-defense (Defensive Training) as the most popular in the program. They enjoyed field training courses and considered them as highlights of the program.

The Defensive Training Course was also very popular. The trainees felt strongly that the course builds confidence and the majority

would like to have more training time devoted to it. The subject was discussed at length. The trainees felt that it was extremely valuable in building feelings of personal confidence and self assuredness. Some stated that they would like to have more training time allotted to the Defensive Training Course and felt that additional self-defense training designed for female needs should be seriously considered. No one indicated that the course should be shortened.

Other courses that trainees singled out as good were Military Customs and Courtesy, Fire and Maneuver, the Tactical Training Course, and Guard Duty.

c. Response to Mixed Cadre.

Both the female trainees and the cadre reported that mixed cadre staffing of both male and female training companies had been successful. According to the cadre (one male, two females) from the male company, the male trainees liked being trained by mixed cadre. The three cadre from the female company indicated that the same was true for female trainees. Both male and female drill sergeants said they enjoyed training the opposite sex and easily adjusted to each other in the mixed cadre organization. The female trainees consider male drill sergeants to be essential to their training. They felt that the male drill sergeants had knowledge, experience, and skills not found in female drill sergeants. Some female trainees say they were able

to understand and communicate better with male drill sergeants. On the other hand, the cadre from the male company reported that female drill sergeants were very effective trainers and motivators of male trainees. They developed strong affinity with the male trainees who responded by improving their performance. The female drill sergeants from the male company remarked that male trainees like to "show-off" for female drill sergeants, especially in activities involving physical abilities.

It was discussed earlier that the interviewees felt it was essential to BIET to have mixed cadre for the female platoons. However, it was not considered necessary to have mixed cadre for male platoons; either mixed or all male cadre would suffice. Most concurred that the senior sergeant should be assigned as platoon sergeant, regardless of sex, in both male and female platoons.

In regard to selecting individual drill sergeants to train the opposite sex, they felt that no special selection factors are necessary for assignment. They felt that all qualified drill sergeants should already have the necessary training and ability to train the opposite sex and that the type of adjustments required are obvious or fairly simple to learn. As an example, the male drill sergeants mentioned that they immediately had to eliminate vulgar forms of expression from their speech because the female trainees found them objectionable. It takes a few weeks of interacting with the opposite sex to learn which techniques are more appropriate

for commanding, controlling, and training them, but this can normally be acquired through experience.

2. Factors Receiving Primarily Negative Ratings

This section presents interviewee opinions concerning aspects of the program towards which they had primarily negative feelings. These factors fall into two classes. The primary class is concerned with problems related to design features of the BIET program. Corrective action in this area may require modifications to the program. The secondary class is concerned with problems resulting from administrative failures in executing the program and the artificial effects of experimental control conditions. Corrective action in this area would not require any changes in the program.

a. Program Design Problems

(1) Physical Conditioning and Training Program. Interviewees stated that the Physical Readiness Training (PRT) course administered to the female trainees was an unqualified failure and was the cause of many of the problems of the total BIET program. The course was inadequate in terms of the concept, planning, and execution. The female trainees claimed that they entered the service in poor physical fitness and were given limited physical training during the first week which did not involve any strenuous exercise or extensive running or marching. In spite of the fact that they had not had time to develop a degree of fitness, and that their

boots were improperly fitted and weren't broken in, they were taken on a five mile march the second week. Trainees felt that this one premature march spelled disaster for the total BIET program. In one company 80 trainees (40 percent) reported to sick call with lower leg and foot injuries. The effect of having almost one-half the company incapacitated completely disrupted the training program and the cadre were never able to rectify matters. Those who were injured remained unfit because they could not take part in subsequent physical training and did not participate in other courses requiring physical activity. One drill sergeant reported that 60 trainees from his female company were excused from taking the tactical training course and that the company still had 15 percent on sick call at the end of the training cycle.

According to interviewees no steps were taken to correct the situation during the training cycle. In fact, they state that it worsened. The ineffective PRT program was continued, but it came to be administered on an intermittent, almost haphazard basis, which reduced further any beneficial effects it might have possessed. The cadre claim that PRT was not given daily, as required, because the course schedule was being continually revised in response to last minute changes of various kinds. The ultimate result was that a substantial portion of the female trainees never did attain physical fitness. One drill sergeant estimated that on the PT test 50 percent of the female trainees failed to run the half-mile within the time criterion set for passing.

Good physical fitness was a prerequisite for many of the other courses in BIET. Women who were unfit were unable to perform adequately on courses requiring physical ability. This resulted in large proportions of female trainees given waivers on the tactical training course, fire and maneuver course, obstacle course, and distance marches. The interviewees reported that the situation produced demoralization among both the cadre and trainees when it became apparent that many women could not meet performance requirements. Trainees began to lose faith in themselves and the belief became widespread that BIET was too difficult for most females to pass. Interviewees stated that the cadre then made matters worse by relaxing their standards for females and reducing their demands. Female trainees and cadre stated that male trainees had it much harder than female trainees and that male trainees worked longer hours. High levels of performance were no longer required for women. Trainees that had been motivated and had been good performers noticed the difference and also observed that poor performers were not terminated from the program. Both trainee and cadre interviewees felt that the policy was "to pass everyone" through the program regardless of their performance level. The result was that the trainees developed a cynical attitude in addition to their low morale which further reduced their motivation and performance.

In contrast to the reported regrettable situation in the female companies, the PT program in the male companies was, according to the cadre, completely successful. One drill sergeant related that it was successful because a demanding course of PT was given for at least one hour a day every day without fail. If the training schedule did not allow for conducting PT at its normal time period in the early morning, it was done at the end of the duty day. This was not done for female units. There was a definite commitment to insure that the male trainees received a generous amount of PT every day. According to the interviewees, there was no such commitment in the female companies.

Several factors were reported as contributing towards the failure of the female PRT program. Initially, the women entered BIET in relatively poor physical condition. Secondly, many women had trouble in adjusting to their boots and getting fitted with the proper size. One drill sergeant recalled that the womens' feet were tender and the boots were not broken in until the second and third week. Thirdly, the first week of physical training was not rigorous enough to produce any improvement and the five-mile march on the second week was entirely too severe. Lastly, the policy of organizing trainees into male and female companies had the unfortunate effect of causing the training programs to diverge. Training in the male companies tended toward their normal BCT standards while training in the female companies regressed to lower standards.

Thus, the fact that a female "successfully" completed the BIET cycle during this Fort Jackson test is no indication according to both trainees and cadre, that she would have been able to successfully complete the BIET program received by male trainees.

The cadre and trainees were in close agreement as to what corrections should be made to improve the PRT program for females. First, they claim, it must be recognized that, in general, females entering BIET are physically unfit, compared to males, and not capable of hard training as early as the second week. A period of at least two weeks of carefully designed daily PT, perhaps as much as two hours a day gradually increasing in intensity, will be required to bring them into an adequate state of fitness. Several weeks of physical training for women before the start of BIET was recommended. Second, the long term PRT course must be upgraded and made more demanding in order to be effective. Third, special attention must be given to the fitting and breaking-in of boots, and treating foot problems. The PRT program is dependent upon healthy feet. Fourth, long distance marches should never be attempted until trainees are in appropriate physical condition and it's assured that boots are properly fitted and broken in. Neither should the first march be as long as five miles; progressively longer marches should be used and the five-mile march worked up to gradually.

(2) Different Standards of Expected Performance, Male vs. Female.

Both cadre and trainees were unanimous in their opinions concerning the effects during the test of having females and males in completely separate companies. They felt strongly that a standardized BIET program of instruction cannot be realized unless female platoons are integrated within the male training companies. The companies train as independent units. Each one has its own training schedule. It marches to a range as an independent unit and the separate platoons run through the course in sequence. When finished, the company reforms and marches off to another course to repeat the process. Thus training content tended to become standard among all platoons within a company, but differed between companies due to physical isolation and differences in scheduling and administration. When sex differences are added by making some companies all male and others all female, differences between companies became considerably greater. The cadre maintained that it is impossible to standardize BIET training with males and females segregated into companies which conduct their training in isolation from one another. They felt that female units suffered the most from this arrangement. Since there were no male trainees present to set standards and examples of achievement for all activities, there was, it was claimed, an ever increasing tendency to reduce proficiency objectives and performance requirements even though some females could perform quite well. Several female trainees said that in most courses they, personally, were required to perform at only 50 percent of their capacity.

The cadre and trainees were of the opinion that if maximum female performance is to be expected, training companies should be segregated in living quarters and at the platoon level but be integrated at the company level with a company organized into two male platoons and two female platoons. The respondents felt that several advantages would result from this kind of organization. The main benefits would be that female training and performance would be improved and BIET training would become standardized for both sexes. Female trainees and female cadre also felt that a strong group spirit would develop between platoons which would be valuable for increasing female morale, female incentive to achieve, and female determination to succeed. Some female trainees felt that relations between the sexes would improve once individuals came to know one another; they were interested in seeing social relations develop. Both female trainees and cadre felt that the men would develop a protective attitude toward the women in their company and felt that this was a desirable thing. Under present organization, the men and women are strangers to one another and no such feelings exist.

(3) Duration of Training Cycle. Most interviewees felt that the duration of the training cycle (both male and female BIET), six weeks, was too short. The cadre would like the cycle to be extended by at least one week and the trainees wanted at least two additional weeks. Interviewees felt that the physical conditioning process requires at least three or four weeks for women which does not leave

much time to run through the tactical training courses and perform the long distance marches. The trainees also feel that more hours should be allocated to the courses of instruction.

(4) Allocation of Course Time, Course Content, and Testing Practices.

Trainees said that too much time was spent on teaching subjects concerned with passing inspections and not enough time on courses teaching combat skills and weapon instruction. They felt that they were not trained well enough in the fundamentals of basic combat to survive in a battlefield environment. They particularly singled out the First Aid course, rifle maintenance, rifle marksmanship, and grenade training as being deficient in course content. They felt that they did not learn enough first aid to be able to help anyone in need.

Rifle and hand grenade training and testing were singled out for special criticism. Although trainees did not state they wanted more hours of total instruction, they stated that the quality was poor. Trainees claimed they did not receive enough actual rifle practice to prepare them adequately to pass the marksmanship test. They state that they were treated condescendingly by range personnel. The women were not made to troubleshoot weapon stoppages and malfunctions. They often called for a range instructor who ran over and made the correction. During record firing (testing) trainees stated that there was falsification of female scores by male range personnel

in an attempt to qualify all female trainees. Some trainees stated that scorers were ordered to qualify trainees. It was claimed that one trainee did not score a single hit but was "qualified" on instructions from the cadre. One trainee stated their cadre told them to make themselves up and put on perfume in order to get better scores from the male scorers.

Hand grenade training and testing was described as unsatisfactory. The female trainees stated that they were given perfunctory instruction and brief practice. Some female trainees stated that test scoring for female trainees was falsified by the scorers who were male basic trainees. Interviewees claimed that some trainees were qualified as "experts" on grenade tosses that missed the target area by several meters. Interviewees claimed that some trainees could not throw the grenade beyond a few feet, yet their scores were falsified and they were given qualifying scores.

Although female trainees stated that they enjoyed the range activities, they expressed strong resentment at the patronizing manner in which they say they were treated on these courses. Their attitude was that if they are supposed to receive training in these subjects the male instructors should conduct serious training and not falsify their test scores.

Other subjects mentioned were the claymore mine and bayonet training. The trainees said they received just one day of training on the claymore mine and did not learn even the fundamentals for operating it. They would like more time assigned to the course.

Some trainees stated they would like to receive bayonet training and felt that it should be included in the program of instruction.

Female trainees expressed the desire to have courses on sex education and birth control added to the program of instruction. They stated that there is wide variability among the women in the knowledge and experience they have in sex education and birth control, and that much off duty time is devoted to informal discussions on the use of birth control methods. They state that a real need exists for effective education in this area and that the courses should be required instruction for all trainees, males as well as females. The female trainees stated that birth control medication and devices should be made available on a voluntary basis to all females during basic training.

The female cadre reported that the female trainees did not receive formal class instruction on how to wear the female dress uniforms. The course is necessary since certain techniques must be learned to dress according to regulations. Female cadre should be assigned to teach the course, since male cadre are not qualified on this subject.

b. Administrative Problems

(1) The Female Fatigue Uniform. Both female cadre and trainee interviewees expressed intense dissatisfaction concerning the female issue fatigue uniform. This includes the regular issue fatigue pants, fatigue shirt, and field jacket. (It also extends to the women's issue combat boots, but trainees assigned to BIET were issued

the male boots). They feel that these items are not designed adequately for the kind of hard field duty experienced in BIET. The clothing does not provide adequate insulation and protection. The weight of the material is too light, and its construction is flimsy. On bivouac the female trainees suffered from cold weather during the night and early morning. They were issued thermal underwear, but claimed that it was insufficient when worn under the lightweight fatigues. It is common practice for female drill sergeants to wear men's field jackets and fatigue pants, which they obtain at their own expense. In fact, the interviewer personally observed female drill sergeants on duty and noticed that all of them were wearing men's field jackets. It was also pointed out that the women's clothes are more expensive. In addition, the women complained that they are not issued T-shirts but are required to wear them in BIET as part of the duty uniform.

The cadre and trainee interviewees were in agreement on the solution to the problem. They want to be issued the men's basic field or fatigue uniform. This includes boots, pants, T-shirts, fatigue shirts, and field jacket. The interviewees felt that if they are to be subjected to hard field duty they should at least be properly equipped for it. The feeling is strong concerning this subject, and it seems advisable to take corrective action before the next BIET cycle is initiated.

(2) Female Hygiene Problems. Some female trainees interviewed reported that during BIET many trainees had developed bacterial infections of the genitalia. They felt that the problem was widespread among BIET female trainees. Primary causes were felt to be the presence of unsanitary latrine facilities especially on the training ranges, the lack of toilet paper, frequent sweating during training, and poor ventilation of the fatigue trousers. The latrines on the ranges were not designed for use by women and were not maintained at the level of cleanliness required by female physiology.

Interviewees felt that insufficient consideration was given beforehand to preparing the range facilities to accomodate female trainees.

(3) Performance of Male Range Instructors. As discussed earlier, the cadre interviewees complained about what they considered to be the unsatisfactory conduct of some committee range instructors who were responsible for the management and instruction carried out on some of the training ranges such as the rifle range and hand grenade range. Cadre assigned to female units and female trainees agreed that the range instructors displayed a negative attitude toward the BIET program and were condescending toward the female trainees during instruction and testing. The trainees were discouraged by this treatment and said it caused them to perform poorly on qualification tests conducted by range instructors. One drill sergeant stated that the common attitude of range instructors to seeing

a unit of female trainees on their range was "What the hell are they doing here"! It was felt that the poor treatment received on the ranges contributed towards lowering female performance. In turn, some interviewees stated that range personnel falsified female trainee scores in order to qualify them.

Cadre felt that this state of affairs seems to have resulted from a failure in intercommunications between the BIET Test organization and the range committee units. It was claimed that the range instructors were not properly informed of the BIET program, its purpose and objectives. Trainees and cadre felt that attention should be given to establishing closer working relations with the range committees to insure that instructors receive adequate orientation, information, and support.

(4) BIET Test Conditions. The BIET program was conducted as a field test for the primary purpose of obtaining empirical data for assessing its feasibility. In order to realize this purpose, certain experimental control conditions were superimposed upon the normal SOPs for training programs. It was felt that some of these controls had negative influence on trainee performance. When the final evaluation is made it should be kept in mind that these controls are not normally present in a normal training cycle. Assessments should consider these possible negative effects on the test outcome.

Interviewees stated that the major control producing negative effects was the policy of retaining all individuals in the program

and not removing failures that under normal conditions would have been discharged. Both the cadre and trainees reported that this had a devastating effect on morale and performance. Trainees who were initially trying to perform to their utmost observed others who were not exerting themselves but were being carried along. They realized that proficiency standards were not being enforced. It seemed that there was no incentive to make an honest effort to achieve, since everyone was going to graduate. Likewise, the cadre became frustrated in having to instruct under these conditions. Their job was made much more difficult. A drill sergeant stated that even in his male company 52 failing trainees were carried through the program. This is 25 percent of company strength. Normal attrition in BCT was given as 22 percent. The percentage that should have been failed was considered to be much higher in the female units. The failures were a burden to trainees and cadre alike and they were the source of much dissatisfaction. The cadre interviewees felt that if the BIET experiment is repeated in the future serious consideration should be given to eliminating the no-discharge condition. The gain in data quantity may not be worth the cost of data contamination.

Another control that cadre felt had negative influence was an overly rigid supervision of drill sergeants by their commanders. The cadre interviewees complained that in the female companies they were not given any freedom to modify training in response to the needs of individual trainees. An officer had to be present in female companies before drill sergeants were allowed to administer any kind of remedial training or additional practice. It was claimed

that the quality of training suffered when given in such an inflexible manner.

Apparently, this conservative policy stemmed from a concern to avoid injuring female trainees by forcing them to perform beyond their capacity. It was an untested program, many drill sergeants did not have experience in training females, and the officers were not confident that they would exercise good judgement. This is a normal reaction to a novel program full of uncertainties and potential hazards. If BIET were to become a routine program, the cadre staff would soon become familiar with its unique aspects, quickly lose their apprehensions, regain confidence in their drill sergeants, and delegate authority back down to them.

The drill sergeants also stated that they experienced harassment from BIET test personnel who offered unsolicited advice on teaching methods while training was being conducted.

(5) Variation in Quality of Female Drill Sergeants. The female trainee interviewees complained that some of the female drill sergeants were not competent in performing their duties. Female trainees complained that the male drill sergeants did most of the work and that the female drill sergeants made themselves absent when any physically difficult courses or marches had to be performed. Female trainees stated that female sergeants did not set a good example when it was needed most. Trainees agreed that the quality of the

female cadre was very uneven. The trainees said that some were good and some were bad. It depended on which platoon you were assigned to.

It would be difficult to estimate the effect of this problem on trainee performance, since the competent cadre would tend to assume the training burden and the trainees themselves would have different reactions. According to the female trainees there were a limited number of female drill sergeants qualified for BIET duty. The interviewed male sergeants, however, did not complain that their female sergeants were unsatisfactory.

(6) Quality and Quantity of Food Rations. Some of the female trainees expressed dissatisfaction with the food service provided by the training units. Both the quality and quantity came under criticism. They claimed that frequently there was not an adequate supply of food prepared for meals, that trainees were given smaller portions in order to feed everyone, and that sometimes they were forced to stand in line for over an hour to get into the mess hall, and then were given only 5 minutes to eat.

OVERALL EXPECTATIONS OF FEMALE PERFORMANCE CAPABILITIES

The success of the BIET concept depends largely on whether or not the majority of women who are entering the Army have the potential capability required to pass the program. If they do not, then other alternatives may have to be employed. Interviewees felt that perhaps

the cadre or only by the trainees; in some instances only a portion of the trainees or cadre commented upon a particular aspect of training. However, in no instance was there any stated disagreement or contradiction by any interviewee regarding the following summary statements.

1. Female trainees and cadre (both male and female) responded favorably to the BIET concept. [Male trainees were not interviewed because their training was similar to the standard BIET program.]
2. Many female soldiers derived a great deal of pride and feelings of accomplishment by being able to complete selected portions of the BIET programs.
3. Instruction for female trainees in marches and bivouacs (when conducted properly), unarmed self defense, the fire and maneuver course, military customs and courtesy, the tactical training course, and guard duty were well received and popular.
4. Mixed staffing (both male and female drill sergeants in each platoon) was successful. Male sergeants are required in female companies; female sergeants are not, however, required in male companies.
5. No BIET program (male or female) can be successful unless those who are unable to keep up are discharged or set back to another company.
6. The BIET training received by the males was more difficult than that received by females.

entrance requirements can be raised to select only those women in the population who have the potential to complete BIET, or two basic training programs can be used; the BIET program for BIET qualified trainees and the basic training (for women) program for the others.

Interviewees estimated that only 40 to 50 percent of female trainees could pass a revised, well run BIET cycle that maintained high standards similar to those in men's Basic Combat Training. The cadre estimated 50 percent and the female trainees estimated an average of 40 percent. These figures are only crude estimates from eight trainees and six cadre and are of doubtful reliability, but they do indicate the feelings of some of those most intimately involved in the BIET program.

SUMMARY OF INTERVIEWS

Due to the nature of the small sample (8 trainees and 6 cadre), the results of these interviews must be considered within the context of hypotheses only. No definitive conclusions can be drawn. The results do, however, support the questionnaire findings and provide insight into possible reasons for the trainee attitudes identified by the questionnaire. The results may also point out the desirability of additional research prior to the formulation of conclusions relating to the success or failure of selected aspects of the BIET program. Primary interviewee statements are summarized below. These statements represent solely the conclusions of the interviewees, and not the interviewer. In some cases there was a stated consensus among all interviewees; in other cases the statements were provided only by

7. Standards of expected and required performance were higher for male trainees than for female trainees.
8. Trainees, male and female, who were motivated and good performers at the beginning of BIET, and who had outstanding potential, became demoralized as BIET progressed and as it became apparent that unmotivated and incapable trainees were going to be retained, graduated, and treated in the same manner as those who worked and did well.
9. Instruction for females in rifle maintenance, rifle marksmanship, grenades, first aid and physical training was unsatisfactory.
10. The physical training program for males was successful. The physical training program for female trainees was a failure in terms of concept, planning and execution. The failure of the female program directly contributed to many of the problems in female BIET.
11. Females, in general, were not physically prepared for BIET and should have one to two weeks of specialized physical training before the start of the formal BIET program. The most serious physical problem for females was that of foot and lower leg injuries.
12. Instruction in proper wearing of the female uniform and in sex education/birth control should be added to the program.
13. Qualification scores on the rifle range and grenade range were falsified for some female trainees.
14. A large number of female trainees were given waivers and were graduated without having to perform all of the BIET requirements.

These personnel under normal BIET conditions would have been discharged or turned back and not graduated.

15. Some female drill sergeants absented themselves from training whenever difficult physical performance was required, e.g., obstacle course, long marches. Some female drill sergeants did not set a good example when it was needed the most.
16. Male range instructors were improperly briefed and displayed a negative attitude toward the BIET test; this resulted in poor treatment of females on the ranges, unsatisfactory instruction, and unsatisfactory performance.
17. Many female trainees developed bacteriological infections of the genitalia which were felt to be the result of unsanitary latrine facilities in the field, frequent sweating and the poor ventilation of the fatigue uniform.
18. The female field uniform is unsatisfactory for BIET from the point of view of function, durability and protection from the weather, and should be replaced by the men's field uniform.
19. Experimental test conditions that were superimposed upon the normal Standard Operating Procedures for training programs sometimes had a negative influence on trainee performance.
20. The training cycle was too short and should be extended. The hours allocated to selected courses of instruction was insufficient.
21. The quality of training in female companies suffered because of overly rigid supervision of drill sergeants by their officers, and because of restrictions placed on the remedial training that could be given females.

22. If the BIET program were revised to improve the training and eliminate the problem areas, 40 to 50 percent of women trainees have the potential to graduate.